

# Carrying the Torch Of Brotherhood

ur union is more than just a collection of members—it is a Brotherhood. The word brotherhood has unique meaning. It describes men and women dedicated to the labor movement reaching out to one another, reaching out to the community in which they live. It is members helping members, touching the lives of those around them. Brotherhood is a spirit, a feeling, passed from one person to the next like a torch carrying the promise of light and heat and warmth.

IBEW members reach out every day to help others. Local 1359, Chicago, members Mark Shubert, Charles Basek and Jerry Mertez spend much of their free time serving their community as volunteer firemen. Local 323, West Palm Beach, Florida, members continue to volunteer their time to help the children of their community at

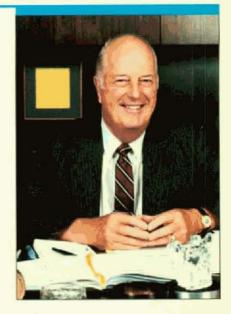
the Parent-Child Center, a local mental-health facility. Local 1426, Grand Forks, North Dakota, members Donald Rettig, Gordon Zimney and Steve Olson have recently been volunteering their time to rewire homes for the homeless in their community. Members from all across North America have responded with different generous gestures of aid for the victims of Hurricane Hugo and the San Francisco earthquake. And members made last month's Walk-America TeamWalk for the March of Dimes one of the most successful fundraisers in that organization's history.

June is a special month for IBEW volunteers. It is the month of DAD's Day—when organized labor works together to collect

Approximately 300,000 Americans die of diabetes each year. It is the third leading cause of death by

money to fight diabetes.

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disease in the United States. Blindness, stroke and heart failure are all associated with the disease.

For the last three years, the IBEW, in conjunction with a number of other international unions and the AFL-CIO's Building and Construction Trades Department, has organized volunteers to collect over \$2.3 million. This year we expect more than 20,000 people to volunteer in 200 communities in the United States and Canada to raise as much as \$2 million.

It is sad to say, but few things these days bring us together. North America is diverse, made up of groups of people who rarely see eye to eye. Too many of us lack a sense of community, a sense of common purpose. We often are so concerned with looking at the world in terms of competition that we rarely look back and see how we can help those for whom competition means fighting to find someplace to sleep and something to eat.

Organized labor in general, and the IBEW in particular, has always been committed to the idea that people as a whole cannot improve their way of life until the lives of the least fortunate, the most oppressed and the least able to help themselves have been helped. Unions are making a difference. Together, the IBEW and organized labor are carrying the torch of brotherhood, lighting the common flame of humanity in all of us.

#### **Executive Officers**

J. J. BARRY

JACK F. MOORE International President International Secretary
1125-15th St., N.W. Washington, D.C. 20005 Washington, D.C. 20005

> THOMAS VAN ARSDALE International Treasurer 158-11 Harry Van Arsdale Jr. Avenue Flushing, N.Y. 11365

#### **Vice Presidents**

KEN J. WOODS 45 Sheppard Ave. East Suite 401 City of North York Willowdale, Ontario M2N 73108

Second District JOHN E. FLYNN Batterymarch Park Quincy, Massachusetts 02169

Third District DONALD J. FUNK 16 Computer Drive West Suite C Albany, New York 12205 94598-2494

orth Distri 7710 Reading Road Suite 9 Cincinnati, Ohio 45237

DAN H. WATERS No. 2 Metroplex Drive Suite 304 Birmingham, Alabama 35209-6899

Sixth Distric JAMES P. CONWAY 2200 South Main Street Lombard, Illinois 60148

Seventh District ORVILLE A. TATE JR. 4400 Will Rogers Parkway Suite 309 Oklahoma City, Oklahoma

Eighth District JON F. WALTERS 330 Shoup Avenue, Suite 204 P.O. Box 51216 Idaho Falls, Idaho 83405

Ninth District S. R. McCANN 150 North Wiget Lane Suite 100 Walnut Creek, California

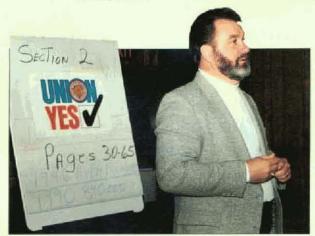
EDWARD P. McENTEE 10400 W. Higgins Road Suite 110 Rosemont, Illinois 60018

300 South Jefferson, Suite 300 Springfield, Missouri 65806

elfth Distri CARL LANSDEN
Franklin Building, Suite 515
Chattanooga, Tennessee

The Union of Hearts and Minds

Official Publication of the International Bratherhood of Electrical Workers Volume 89, Number 5



38 Fourth District International Representative Tom Cook, an Education Program instructor, delivers his presentation. The Education Program is celebrating its first anniversary.

#### **International Executive Council**

**CLYDE BOWDEN** Chairman 5818 N. 7th Street Phoenix, Arizona 85014

JOHN J. McNULTY 431 Wyoming Avenue Scranton, Pennsylvania 18503

Second District JAMES F. MULLONEY 6 Deacon Benham Drive Stow, Massachusetts

RICHARD D. ACTON 3250 Euclid Avenue Cleveland, Ohio 44114 Fourth District HARRY BEXLEY 2253 Bonnavit Court, N.E. Atlanta, Georgia 30345

ROBERT MISSEY 2131-59th Street

St. Louis, Missouri 63110-2885 Sixth District R. L. RASPBERRY 1475 N. Loop West Houston, Texas 77008

Seventh District THOMAS J. SWEENEY 1918 Martin Luther King Way Oakland, California 94612

Eighth District JAMES R. McAVOY 2750 Quadra Street, Room 12 Victoria, British Columbia Canada V8T 4E8

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#### **COVER PHOTO:**

Local 498, Traverse City, Michigan, member Betty De Lorme wires a control panel in an AGV. Her work is an example of the high-tech electronics industry leading the way in an American manufacturing comeback.



#### **IBEW Journal Department**





J. J. Barry, Editor Journal Department Director Mary Ann Van Meter

Supervisor Carol A. Cipolari Staff Writers Margaret M. Bamber Thorn Pozen

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International President J.J. Barry sits on the dais at the AFL-CIO Building Trades Legislative Conference

# HIGH TECH-IBEW MADE

This article is another in the IBEW Journal's occasional series featuring American manufacturing on the comeback trail—America fighting back.

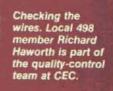


he March 1990 IBEW Journal featured the story "America Fights Back," about the promise new computers, computer networks and high-definition television technology hold for the electronics industry and the American manufacturing sector. In Pellston, Michigan, IBEW members are fulfilling that promise by producing state-ofthe-art automatic guided vehicles (AGVs)—combining high tech with high-performance, durable products used to automatically move a wide array of materials for a variety of industries.

At hospitals across the country, there is a shortage of qualified healthcare providers. Today, thanks to IBEW craftsmanship, AGVs are being programmed to pick up medical supplies and food from hospital storerooms, drive through a maze of hallways, ride up and down in elevators to dispense their cargo at stations throughout hospital complexes—freeing nurses and interns to tend to more serious problems.

These AGVs are made in northern Michigan by Local 498, Traverse City, members working for Control Engineering Company. There, the robotic machines are constructed from the ground up at several CEC plants. At the Pellston Plant IBEW members install all the electrical and electronic control systems for the AGVs. The machines are programmed to run along paths marked by electronic wire strips on the floor and can receive instructions over FM radio waves and from an on-board keypad while en route. Each AGV system is custom designed for each individual customer to fit their needs.

"AGVs aren't a new arrival on the scene," says Local 498 Steward Tim Ohlert, "but new applications are being designed all the time. . .for our customers' specific needs." Right now AGVs are being used to carry merchandise and supplies around warehouses, transport rolls of paper in printing operations from storage facilities to the presses, and



move tools and equipment in factories around the world.

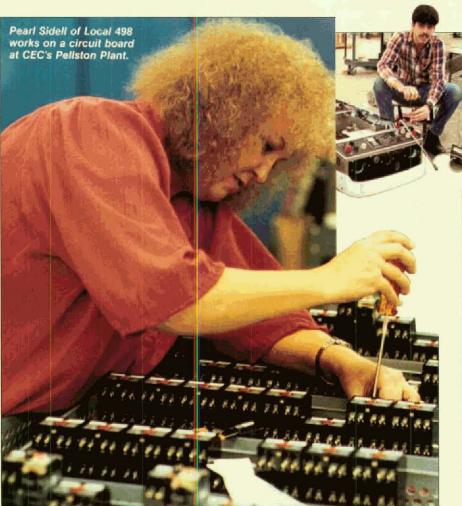
CEC is a worldwide supplier of AGVs and a world leader in their sale and distribution. At a time when many American companies are taking it on the chin from foreign competition, IBEW members at CEC are winning. "We have a hard road ahead of us," says Local 498 member Bobbi Clear. "Quality is...our members' No. 1 concern,...and it's keeping us ahead of the competition."

Automation has always been a thorny issue for workingpeople. It can't be denied that jobs in many industries have been lost to machines. But automation has brought with it opportunity—opportunity to free workers from the most-mundane and least-challenging tasks, allowing them time to concentrate on higher-skilled work. Automation therefore raises the skill level required for even low-level jobs. Automation also underscores the need for continuing education for workers and better initial education for young people entering the work force-both are top priorities of International President J.J. Barry. And manufacturing the machines which drive automation-AGVs, computers, robotics, advanced telecommunication and high-definition

television systems, and integrated service digital networks—represents a major growth area for the IBEW.

IBEW members are making the difference in keeping America on the comeback trail. At Pellston, Brother Ohlert cites the working relationship he has with CEC management and the quality craftsmanship of IBEW workers as reasons for the company's success in the global market. CEC has established itself against great odds, Ohlert says; and they've done it with the IBEW.

In the electronics, telecommunications and high-tech industries, American manufacturing is coming



Local 498 member Pat LaCost checks the electronic systems of a new AGV.

Sister Chris Metching wires a door for a unit panel with a spaghetti-load

of wire.



# The future Belongs



Director Fisher speaks at the conference.

The two banners on the side walls of the Washington, D.C., Hyatt Regency ballroom read, "The Future Belongs To Those Who Prepare For It." On March 30 and 31, about 800 delegates to the 1990 Construction and Maintenance Conference were busy making that future their own.

Local 32, Lima, Ohio, member Laura Simon, a first-time delegate, said right before the conference that she sees the nature of the construction industry changing rapidly. She said she remains "hopeful for the future." International President J.J. Barry, in his remarks to the delegates, also pointed to the changing nature of the industry. "I am more

convinced than ever that the key to survival in our competitive industry will rest in our ability to adjust," he said. "The equipment we install is changing, wiring methods are changing, the structures we construct are changing," he went on to say, "and the trend is for more of the same in the years ahead."

President Barry stressed the importance of training and education. He said, "We must convince our journeymen that the additional training our industry offers serves their own best interests." He pointed out how the IBEW is leading the way in education with the New Business Managers' School, Steward Training Programs, NJATC Instructor Training Seminars and Teaching Techniques Courses he has initiated.



# to the Prepared



"In city after city," President Barry said, as hopeful for the future as Sister Simon, "all across North America, our locals are moving in the right direction. The no-growth mentality which was strangling our union has been replaced with a progressive joint marketing effort with our employers. 'The Quality Connection' extols the virtues of using our highly trained, highly skilled people. . . . We have gained more work, more members; and the future looks much brighter."

International Secretary Jack Moore welcomed the delegates to Washington with good news. Despite some difficult times, the "A" membership posted an increase over the last year; and the IBEW investments over which he has authority experienced impressive growth.

"A key issue this year is reapportionment," said Secretary Moore. And because new congressional boundaries, based on the results of this year's Census, will be drawn by state governments, statewide elections will be extremely important in 1990. The IBEW/COPE program enjoyed remarkable success over the last two years, supporting six out of eight winners in recent House special elections and both successful gubernatorial elections last year. He asked for continued COPE support to elect candidates who will address issues like unemployment, foreign trade, problems with the Social Security Trust Fund and keeping the capital-gains tax.

Construction and Maintenance

Conference
The Fourth Annual Outside

**Outside Construction** 

The Fourth Annual Outside Construction Local Union Conference was held the day before this year's Construction and Maintenance Conference. Following the opening, the delegates were addressed by International President J.J. Barry and International Secretary Jack Moore.

President Barry highlighted the increase in the IBEW's share of the line construction work, achieved in good part through the use of the Outside Utility Construction National Project Agreement. Secretary Moore stressed the importance of remaining active in the political arena.

Construction and Maintenance Department Director Bud Fisher spoke to the delegation about the need for new and continued training in the industry. And International Representative Bob Fagotti talked about the new U.S. Department of Transportation regulations implementing commercial-licensing and drug-testing programs.

A.J. Pearson, director of the National Joint Apprenticeship and Training Committee, spoke on line apprenticeship and also participated in a meeting outlining the new Line Clearance Apprenticeship Program. Most of the delegates went on to participate in the Construction and Maintenance Conference the next two days.

Local 701, Wheaton, Illinois, Business Manager-Financial Secretary Stanley W. Perry (center) hands over a generous COPE contribution to President Barry (right) and Secretary Moore (left).





President Barry addresses the delegation.

"We must convince our journeymen that the additional training our industry offers serves their own best interests."

Department Director Bud Fisher spoke to the delegation about which direction he thought the department was headed and outlined priorities as the members see them. He welcomed the delegates, extending a special welcome to those who traveled from Canada. International Treasurer Thomas Van Arsdale, International Executive Council Chairman Clyde Bowden and 10 International Vice Presidents also participated in the conference.

Local 1316, Macon, Georgia, Delegate Morgan Bowen, who has attended Construction Conferences since 1961, said he came to this year's conference to look at solutions to some problems unions are facing in Georgia and around North America. He said he would like to

work on ways to stop "work from going nonunion," and stop "unions from fighting among themselves." He thinks conferences such as this are a good way for members to share information and ideas.

To further facilitate the sharing of ideas, the delegates separated into workshop groups after the opening session. Workshops focused on organizing; the General President's Agreement, jurisdiction and drug abuse; the National Maintenance Agreement and bylaws; investments; and innovations.

Before the conference adjourned Saturday afternoon, delegates reconvened to talk with each other

Sister Simon, a first-time delegate to the Construction Conference.









International Representative Dale Duniop gives a presentation during a workshop discussion.

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Secretary Moore talks to the delegates.

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and the International Officers and staff on hand. Director Fisher thought the final session was an important way to share conclusions and new ideas, as well as an opportunity to ask questions which may have arisen during the conference. Some of the topics discussed were: apprenticeship and training, classifications, the National Construction Stabilization Agreement and healthcare—First District International Vice President Ken Woods gave an overview of Canada's national healthcare system.

In his remarks, Director Fisher referred to a news release issued late last year by the Construction Industry Labor-Management 1990s Committee which quotes Robert A. Georgine, president of the AFL-CIO's Building and Construction Trades Department. Georgine's words speak to the focus of this year's conference. He said, "If we use the past to judge the future, it is clear that there will be many changes . . . in the construction industry. . . . The skilled union craftsman of today is better trained and more knowledgeable about the needs of his or her craft and his or her industry than workers in the past; and the union workers of tomorrow will have to be even better trained and better educated than the craftsmen of today for us to meet the changes we know will [continue] to take place within their industry."

# SETTING THE PACE FOR THE '90S

# Building Trades Legislative Conference

ore than 3,000 building trades workers from across the nation (including many attending the IBEW Construction and Maintenance Conference) gathered at the Washington Hilton Hotel in Washington, D.C., for the 1990 AFL-CIO Building and Construction Trades Department Legislative Conference.

"The Challenges of the 1990s" was the theme for the four-day meeting in April, which afforded delegates the opportunity to meet personally with their senators, representatives and other federal gov-

ernment officials to discuss issues vital to building trades workers and their families.

Important political and labor leaders addressed the conference, including Speaker of the House Thomas Foley (D-Wash.), Senate Majority Leader George Mitchell (D-Me.) and AFL-CIO President Lane Kirkland. Workshops provided valuable information on legislative, construction safety and health, Davis-Bacon, legal, pension investment, organizing, NCCMP, apprenticeship and training, and tax issues, among other topics.

# ELABOR ESTRIKING EBACK

he right to withhold one's labor is the most fundamental tenet of the labor movement. The strike has been the method of last resort for workers to settle labor disputes, protest unfair wages and unsafe working conditions, and demand the attention of hostile management. In recent years a 52-year-old, antilabor Supreme Court decision has resurfaced and today calls that fundamental right into question.

In 1935 Congress passed the National Labor Relations Act which once and for all recognized organized labor's right to strike. Three years later the U.S. Supreme Court, in its NLRB vs. Mackay Radio and Telegraph Company decision, said although an employer cannot fire an employee for engaging in legitimate union activities, including strikes, he or she can permanently replace that employee during a strike or lockout.

For the most part, however, employers were reluctant to use the strike-breaking tool of the Mackay Radio decision for fear of consumer retaliation, public outcry and possible government action. Times have changed. Starting with former President Ronald Reagan's permanent replacement of 12,000 striking air traffic controllers in 1981 (one of his first official acts as president), and continuing through the 1983 permanent replacement of 1,300 union Magic Chef workers; 2,400 Phelps Dodge steelworkers; and the 1986 permanent replacement of

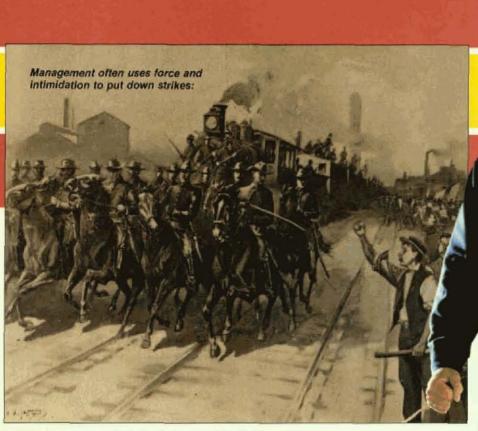


IBEW members involved in last year's NYNEX strike carrying the coffin of cost shifting. They vowed to "Hold the Line in '89," and they won.

thousands at International Paper Company, Continental Airlines, Colt Firearms and TWA, strikes have been broken by hiring permanent scab workers.

As recently as this year's Greyhound bus strike and the continuing strike at Eastern Airlines, permanent replacement workers have been hired. At the New York Daily News, one of the largest newspapers in the country, management has gone as far as to hire armed, riot-control troops; set up mock newsrooms to give scab recruits a crash course in newspaper production; and started to hire replacement workers even before a strike has been called. The newspaper's management is holding the threat of permanent job loss and the possibility of violence over the heads of the union workers as a means to break a strike before it even begins.

The AFL-CIO, IBEW and a broad array of prolabor groups are fighting to reverse this trend of hiring permanent replacement workers by making hiring them during a strike or lockout illegal. "Nobody likes a strike," says IBEW International President J.J. Barry, "but when the collective bargaining process breaks down, and there are no alternatives available, such as arbitration or mediation to bring a dispute to a fair and equitable conclusion, workers are left with no option but to con-



THEN— Troops escort a train during the 1894 Pullman strike.

sider strike action. . . . As unscrupulous as hiring scab workers during a strike is, the practice is nevertheless legal under present law. Our intent is to have the Congress pass legislation which will define these practices as contrary to public policy and a violation of the National Labor Relations Act."

Such legislation was introduced in Congress earlier this year. A bill (H.R. 3936) introduced by William L. Clay (D-Mo.) and its companion in the Senate (S. 2112), introduced by Howard M. Metzenbaum (D-Ohio), are written as amendments to the National Labor Relations Act and outlaw the practice of hiring permanent replacement workers.

The IBEW Legislative Department believes there are a number of sections of the NLRA which need to be revised; a ban on scabs is only one. The bills before Congress represent a first step, a step toward guaranteeing workers the right to collectively express their views and to promote productive change if collective bargaining negotiations should fail to do so.

"The right to strike is critical to the success of our collective bargaining system," said Congressman Clay when his bill was introduced. "The effective right of workers to withhold their labor as leverage during negotiations is an essential element of bargaining," he went on to say. "As workers have felt increasingly unable to strike, faith in collective bargaining has been seriously undermined. H.R. 3936 is needed to restore confidence in collective bargaining, the process which underlies all of labor law."

Workers do feel less able to strike. According to the Bureau of Labor Statistics, Bureau of National Affairs and the Congressional Research Service, both the number of workers involved in major work stoppages (involving over 1,000 or



NOW— Private armed guards like this one offer their services to management during labor negotiations even if talks haven't broken down.



A UMWA member, in fatigues, being violently wrestled to the ground by state troopers during the strike against the Pittston Coal Company.

more workers) and the number of work stoppages themselves have decreased dramatically during the 1980s. Many, including Gail McCallion of the Congressional Research Service in her report "Strike Activity: Recent Trends," link the reduction in the number of strikes to, among other things, "the less-favorable political climate as reflected in events such as the... [firing] of the air traffic controllers strike[rs] in 1981."

As noted in "The Third Revolution," this month's section of the IBEW history series [see page 16], management coercion during strikes is not a new phenomenon. Throughout labor's history management has used intimidation, scab workers and outright violence to suppress unions. Armed troops have been sent in to put down strikes since large strikes first began. And scabs have been called in time and time again.

According to political observers,

it may be some time before the pending anti-striker-replacement legislation is passed by Congress; and it faces an uncertain future in the hands of the Bush administration. But with its introduction in Congress, organized labor's fight to protect workers' right to strike has made a big step forward. "We've got the scabs on the run," President Barry said recently. "Let's keep it that way."

# IBEWGES PLATINITINI AGAIN...

Por the second year in a row, the International Office of the IBEW received the United Way's prestigious Platinum Award for its generous per capita contributions. The IBEW staff and employees in Washington gave on average over \$100 each



From left, Secretary Moore, I.O. Director of Personnel Peter Keenan Jr. and President Barry hold this year's United Way Platinum Award.

to the United Way, which will benefit the many needy programs the organization serves.

International President J.J. Barry and
International Secretary Jack Moore gave
their thanks to all those involved for
continuing to make "The Union of
Hearts and Minds" a positive force in
the community. Whether it's Washington, D.C., or Seattle, Washington,
the IBEW is making a difference,
helping people bring a better way
of life to their community.



# CANADIAN LABOUR REPORT

Continuation of the 26th Annual Review, Economic Council of Canada, excerpted from Au Courant.

# Aging and the Future Work Force

anada's social and economic genda depends on demographic trends. And one of the most visible trends in the 1990s will be that Canada's population, like that of its neighbor, the United States, is growing older. This "graying" of the population places increasing responsibilities on the shoulders of future workers.

older more than doubled since eral scenarios.

1921-from 5 percent to 11 percent of the population as a whole. Young people 19 years and under are proportionately fewer now than they were 60 or 70 years ago. To analyse this phenomenon, the Economic Council of Canada constructed sev-The base-case scenario assumed

The proportion of people 65 and constant fertility rates and continuing low immigration of about 60,000. The next scenario, depicting low growth, showed fertility rates declining further. The high-growth scenario outlined fertility rates rising to replacement levels and immigration doubling to 120,000 persons per year. By the year 2000 the range between the high and low scenarios would be approximately two million people. By 2040 the population in the highgrowth case might be 15 million more than in the low-growth case.

Figures like these have important implications for those responsible for human-resources planning. Regardless of the projection used, between 10 million and 11 million Canadians will be 65 and older in 2040-in 1988 this group numbered just under three million. In the low-growth case, the number of people under age 20 decreases from 7.4 million in 1988 to 6.7 million in 2000 and to 3.9 million in 2040. In the high-growth case, this population group increases to 11.6 million in 2040. The council says this development will be the major swing factor in Canada's economic future.

For example, 20-to-64-year-olds will be the group most crucial to the cohesion of Canadian society. They will be the producers of the goods and services used by all age groups. And they will be the caregivers to both the elderly and children. But improvements in the living standards of working Canadians and their offspring may prove more difficult to achieve given the increasing ratio of retirees (with their needs) to workers.

The council explored these scenarios to help determine the risk of clashes in priorities between future workers and retirees and to identify policy options available to head off this crisis. One key factor could be productivity growth. Continuation of the projected rates of less than 1 percent might mean trouble, whereas an increase of 2 percent a year would permit more-openhanded solutions.

# Threat To Production: An Endangered Environment

hen compiling its Annual Report, the Economic Council of Canada didn't stop with reporting social and economic statistics. Environmental and resource legacies are inextricably woven into any studies of the implications of current social developments for future generations. The outlook isn't encouraging; but there's time for appropriate long-term management to preserve, and even enhance, the value of the renewable-resource base.

Problems of resource management are evident in many industries; such as forestry and farming. For example, as a result of years of inadequate long-term management, the organic content of soils has declined by between 36 percent and 49 percent in the Prairies and by 50 percent in Ontario and Quebec. A Senate standing committee report estimated soildegradation costs \$1 billion a year in lost income. In addition, Canada loses practically twice as much productive forest land through fires and pests as it does through planned harvesting. Only about 70 percent of the annual loss is recouped through planting, seeding and natural regeneration.

The council reported mounting difficulties in meeting the increasing requirements of waste management. About 25 percent of the population in large communities isn't served by waste-water treatment facilities. And finding suitable locations to store or dispose of all types of municipal and industrial wastes is becoming more and more difficult.

While ambient air quality improved between 1975 and 1985, the



council notes areas of concern still remain. Average ground-level ozone concentrations in urban areas persist at levels well above "maximum acceptable." On a per capita basis, Canada's carbon-dioxide emissions are among the highest in the world. And acid rain represents a continuing serious problem—the council's report pointed to the costly damage it has caused to fisheries, forests, agriculture and wildlife.

It is estimated an investment of \$50 billion will be required over the next decade to achieve some reasonable baseline standards of air and water quality. Therefore, environmental cleanup will make major demands on the economy throughout the 1990s.

Environmental responsibility requires acknowledging and meeting many complex responsibilities. How far should we go in tightening our belts in order to finance the investments necessary for our descendants to weather the years when the baby boomers have retired? The potential impact of the slower productivity growth witnessed in recent years, mounting demographic pressures and disturbing environmental trends provides a compelling argument for reorienting government policy to place much greater importance on the consequences of current actions for future generations.

(To Be Continued)



# 1891-1991

# OF BROTHERHOOD

This is the fourth article in an 18-part series on the history of the IBEW.

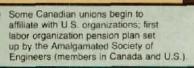
# 1908-1914 The Third Revolution

ften a political revolution, however violent, alters the lives of workingpeople very little. Despite the radical change in the form of government after 1789, life for most in America barely changed. Not until the Industrial Revolution made it to North America did life begin to substantially change for working Americans and Canadians. But with the advances of the industrial age came workers' greatest hardships. Progress' promise brought terrible oppression to workers at a

magnitude never before imaginable. It took a third revolution to build the foundations of social justice, job safety and humane working conditions to the workingpeople of North America—and it took organized labor to bring that third revolution about.

During the first decades of the 20th century, because of both work by labor-backed politicians, artists, writers and social workers known as Populists, and because of tragedies such as New York's 1913 Triangle Shirt Waist Company fire, the consciousness of the nation began to wake up to the horrible plight workingpeople suffered. The Triangle fire claimed 147 lives, mostly young seamstresses who were trapped

Local 611, Albuquerque, New Mexico, member T.O. Drummond (center) stands with fellow Albuquerque Public Service linemen in 1908.





1861 U.S. National Molders Union organizes Montreal molders; American Miners Association is founded; U.S. Civil War begins.

> 1862 First use of prevailing wage in U.S. (federal navy-yard workers).

863 First U.S. union of federal employees is New York City letter carriers.

> 1865 Civil War ends; the Thirteenth Amendment abolishes slavery



During the Reid-Murphy Split, those IBEW members who remained loyal to the McNulty-Collins leader ship held a convention in Rochester, New York, in 1911. The Reid-Murphy group also held their convention in Rochester that year. Brother T.O. Drummond is seated in the third row, fifth from the left, directly behind Secretary Collins.

An IBEW member works the lines in 1913.

behind locked exits, many jumping to their death from windows because proper fire escapes were nonexistent.

For the first time photographers like Jacob A. Riis captured on film the cruel living and working conditions of immigrant and poor workers, and published those photographs in books available to a wide public. And writers such as Upton Sinclair published books pointing out dangers to workers and consumers like his The Jungle exposing the horrors of the meat-packing industry. At the same time, politicians, some more radical than others, began to speak to the problems caused by industrialization.

Eventually prolabor legislation such as the creation of the Department of Labor, the Sherman Antitrust Act, the Hepburn Act, the Adamson Act, and constitutional amendments allowing for the direct election of senators and the collection of a progressive income tax, were passed by Congress. And state laws to limit hours of work and combat child-labor exploitation were passed across the country. Many of the laws lacked enforcement provisions; and many were twisted around and used against organized labor, as was the case with the Sherman Act. But the legislation nonetheless represented a turning point in the progress of workingpeople in America.

America's third revolution was not without bloodshed. Strikes and labor organizing brought out the absolute worst in factory, mine, mill, and company owners and managers. Many IBEW employers were also hostile to the idea of expanded union activity. In 1892 members of the Amalgamated Association of Iron and Steel Workers, who were being paid unbearably low wages and subjected to harsh, dangerous working conditions, went out on strike against the forerunner of the United States Steel Company, Carnegie Steel, According to William Cahn's History of American Labor, the United States at that time produced about half of the world's cotton, corn oil and copper; about a third of its silver, pig iron and steel; and much of its coal.

And most of that steel was made around Pittsburgh by the Carnegie mills.

Henry C. Frik, the manager of Carnegie's Homestead plant, closed the mill when the workers left their jobs. He tried to reopen it a few days later with scab labor brought by barge down the Monongahela River. The scab workers, led by a group of armed, union-busting Pinkerton "detectives," were met on the river shore by angry striking Carnegie employees. Shots were fired, and after it was over 10 union men and three Pinkertons were dead. Eight thousand state troopers were called in and surrounded the workers. After starvation began to set in, the workers were forced to give up.

Dominion of Canada established with union of Ontario, Quebec, Nova Scotia and New Brunswick

First U.S. national black labor group, the Colored National Labor Union, meets in Washington, D.C. Wyoming is first state to grant suffrage to women.

1870 Northwest Territories transferred to Canada, province of Manitoba joins confederation (Dominion of Canada).

1 Toronto Trades Assembly formed; British Columbia joins confederation; British Trade Union Act legalizes trade unions.

Toronto Typographical Society strikes for a 54hour week at \$10 weekly and 25 cents an hour overtime.





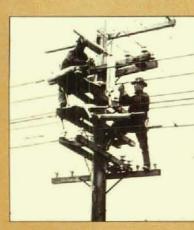
Northwest Territories Shield



Manitoba Shield



British Columbia Shield



IBEW linemen. This photo was taken March 10, 1914.

In 1894, at the Pullman railroad car company outside of Chicago, management again resorted to violence to squash an until-then peaceful strike. After workers walked off the job to protest low wages and dangerous working conditions, U.S. Attorney General Richard B. Olney, over the objection of Illinois Governor John P. Altgeld, called in 3,600 troops to Chicago. Troop intimidation led to senseless violence, which combined with heavy-handed, antilabor court decisions to end the strike.

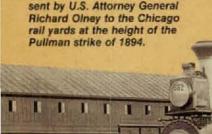
Previously, in Haymarket Square, Chicago, and later in Ludlow, Colorado, the turn of the century saw management-backed, antilabor troops openly gun down defenseless workers. Many were killed, many more were injured; but the labor movement continued. If anything, these management-sponsored massacres only strengthened labor's resolve and pointed out to the world what a

disgraceful place it would be if not for organized labor.

At the same time the IBEW was involved in its own fight. It never turned violent, but it was intensely divisive and resulted in a faction of angry and dissatisfied members breaking away from the Brotherhood. Led by J.J. Reid and J.W. Murphy, the breakaway group initiated a legal battle and vied for legitimacy for five years until most of the deserters merged back into the recognized, original union.

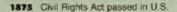
Prior to the Reid-Murphy Split, as the event was later to be called, the IBEW was prospering. Under the strong, fulltime leadership of Grand President Frank J. McNulty and Grand Secretary Peter W. Collins, the Brotherhood had expanded its membership and consolidated and centralized its structure. But lingering problems stemming from the growing rift between inside wiremen and outside linemen, combined with personal differences, led to a call in 1908 for a special convention. Rumors, specula-

(Continued on Page 20)

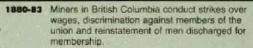


Some of the 3,600 federal troops

1873 Canadian Labour Union proposes electing a labour representative to Canada's Parliament; Prince Edward Island joins confederation.



1874 Daniel O'Donoghue, "father of Canadian labour, an Ottawa printer, is elected to the Ontario legislature.





Canadian Red Ensign (1924-1965)



New York Became State, 1788



North Carolina Became State, 1789



Rhode Island Became State, 1790

# E Pluribus Unum—The Birth Of a United Labor Movement

As readers have probably noted in this history series, the timeline has been tracing labor and North American history from as far back as the 15th century. From as early as 1648, trade unions in the United States and Canada have been advocates for workingpeople—trying to improve wages, working conditions and the standard of living.

In the first quarter of the 19th century, several unions campaigning to reduce the workday from 12 hours to 10 considered banding together for the purpose of promoting common goals for working-people.

While the number of local union organizations grew at a steady pace during the mid-19th century, several unions in different trades consolidated into citywide federations. In 1834 workers in five cities met in New York City to form the National Trades' Union, the United States's first attempt at countrywide unification. This organization, however, was shortlived; the financial panic of 1837 wiped it out. But attempts at unifying the American trade union movement continued.

The National Labor Union arose in Baltimore in 1866 as a confederation of several national trades' assemblies—printers, machinists, stone cutters, to name a few—rather than national craft organizations. However, this group tended toward social reform rather than trade-union objectives and eventually lost the support of the craftsmen. The death blow was dealt by the economic depression of 1873.

Philadelphia was the location of the founding of the Noble Order of



the Knights of Labor in 1869. Maintaining strict secrecy until 1878, the Knights was comprised of skilled and unskilled workers. In fact, membership was open to all-farmers and small-business people included-except lawyers, bankers, stockbrokers, professional gamblers and persons involved in the sale of alcoholic beverages. Successful railroad strikes against the Gould lines contributed to the popularity of this organization, which claimed nearly 750,000 members in its heyday. But the skilled and unskilled workers in its ranks became disillusioned with the group's vague structure, the officers' dislike for strikes, and the reliance on future social progress rather than building and running a union organization.

Thus, the scene was prepared for the birth of a down-to-earth, pragmatic trade-union federation. One which would lead the battle for longrange working-class objectives as well as the everyday functions of unions.

Delegates from the carpenters, cigar makers, printers, merchant seamen and steel workers, among other trades' and industries' representatives, met in Pittsburgh on November 15, 1881, to create the Federation of Organized Trades and Labor Unions. It based its constitution on that of the already-well-established British Trades Union Congress. FOTLU's principal focus

was on legislation; its foremost committee dealt with legislation; and that committee's chairman was Samuel Gompers of the Cigar Makers Union.

Although this federation wasn't quite as effective as it wanted to be, it definitely knew the most important matters affecting America's working class. For example, its leaders passed a resolution asserting that "eight hours shall constitute a legal day's labor from and after May 1, 1886," and encouraged its affiliates to direct their organizations to support this goal. Another principle which demonstrated the astuteness of FOTLU's leaders was the need to abolish the "men only" philosophy of organized labor prevalent at that time. In 1882 the federation welcomed "all women's labor organizations. . . on an equal footing." In rather unreserved language the AFL Convention in 1894 adopted this resolution: "Women should be organized into trade unions to the end they may scientifically and permanently abolish the terrible evils accompanying their weakened, unorganized state; and we demand they receive equal compensation with men for equal services performed."

But still many trade unionists-Gompers, for one, and Peter J. McGuire of the Brotherhood of Carpenters, for another-believed the time was ripe for reorganizing the group and making it more effective. On December 8, 1886, they and some other delegates gathered in Columbus, Ohio, to begin the transformation of the federation into the new American Federation of Labor. The AFL's 300,000 members in 25 unions faced a disturbing period of discord and struggle. But the new labor group was determined to surmount the challenges facing it from all sides-the public, the police, the militia and the employers-in order to further the goals of American workingpeople.

mingpeopie.

1882 Bricklayers organize in Hamilton.

1884 Hopkins Act creates first U.S. federal labor bureau.

1881 United Brotherhood of Carpenters and Joiners organizes in Hamilton, Toronto and St. Catharines; Federation of Organized Trades and Labor Unions is organized (forerunner of the American Federation of Labor).

1883 Toronto Trades and Labour Council welcomes first women delegates, members of the Female Shoe-Fitters



Vermont Became State, 1791



Kentucky Became State, 1792



Tennessee Became State, 1796



Ohio Became State, 1803

#### (Continued from Page 18)

tion and outright lies were printed in letters circulated around the IBEW by dissident forces.

Without following procedures set out in the IBEW Constitution, these dissident forces called a special convention to be held in St. Louis. President McNulty refused to recognize this unconstitutional convention and called on members not to attend. A good number of members, however, did attend; and they elected J.J. Reid as president and J.W. Murphy as secretary. Both President Mc-Nulty and the Reid-Murphy group followed by filing suit against the other to prevent the taking of IBEW property and assets they both claimed as their own.

President McNulty appealed to Samuel Gompers and the American Federation of Labor, which gave the original union its blessing and support. On several occasions President McNulty arranged to have the AFL sponsor mediation for the Brotherhood. But the Reid-Murphy group refused to abide by the agreements reached through arbitration. And despite the difficulties caused by the fact that neither side had access to the IBEW treasury, and therefore no operating money, both sides tried to carry on the normal functions of the electrical union. Both called their own conventions in



Angry workers in Bayonne, New Jersey, in 1915 rebel against heavily armed, brutally forceful strikebreakers employed by antilabor management. The strike breakers chased striking workers around the city, firing indiscriminately. Three workers were killed, and hundreds were shot and beaten.

1911 and reelected all principal officers. But the division was hurting both sides very badly.

Finally, on March 21, 1912, Judge Phillips in Cuyahoga County, Ohio, Court decided the claim to IBEW assets in favor of the AFL-recognized, McNulty-led group. The judge held that the special convention called by the Reid-Murphy faction was unconstitutional, and therefore all actions taken by that rival group were neither legitimate nor proper. By the 12th Convention held in Boston in 1913, most of the dissenting Reid-Murphy members had rejoined the Brotherhood. President McNulty was reelected; and he worked with the newly elected Secretary, Charles P. Ford, to mend the wounds caused by the split.

John Adams said in order for a revolution to be successful the revolutionaries must win the hearts and minds of the people. In the 18th century the American Revolution, and again in the 19th century the Industrial Revolution, transformed the American political and economic landscape. But not until the social revolution of the 20th century did labor leaders and social reformers begin to win the hearts and minds of the American working public and begin the real fight for workers' rights and social justice.

The IBEW, now known as "The Union of Hearts and Minds," pulled itself through a difficult and divisive time. By 1914 it was again a union whole and prosperous. Adams lived to see the gains of his political revolution. Today, organized labor is still fighting the social revolution begun 70 years after Adams' death. America's third revolution is not over yet.

#### OFFICERS ANNOUNCED

L.U. 12 (i,o&rtb), PUEBLO, CO— An Electrical Workers' Advancement Program was approved and put into action due to the nonunion's tough competition. It's been rough for our members and their families. Many members have traveled to other jurisdictions looking for work. We thank our sister locals for helping us in time of need.

The following are the results from our election: Pres. Daniel Toussaint, Vice Pres. Marion Stonich, Bus. Mgr.-Fin. See. Darwin McCurry, Rec. Sec. Victor Tenorio, Treas. Franklin Kinder.

With sorrow we announce the retirement of our office secretary, Elizabeth "Pat" Oakley. Pat was working for the local in 1960 when our labor temple burned completely; she served in five different locations and worked under four different business managers. Pat, on behalf of the members and officers, we wish you the best in your retirement. Come visit us; we all will miss you!

LORI DUZENACK, P.S.



Local 12, Pueblo, CO, retired office secretary Pat Oakley.

# LOCALS JOIN FORCES

L.U. 18 (u), LOS ANGELES, CA— Our local is gearing up for contract negotiations with four of our employers—full contracts with two of them and wage reopeners with the other two.

Brian D'Arcy is our new business representative. Brian had worked for Engineers and Scientists MEBA, AFL-CIO, for 10 years. We've been short-handed for six months.

We have a problem fighting the large investor-owned utilities in California over the issues of barehanding transmission voltages and rubber gloving in excess of 7,500 volts. Local 1245, Walnut Creek, CA, and PGE have negotiated a tentative agreement concerning these issues and are going to jointly petition the state for a variance to perform the work. Locals 18: 47. Diamond Bar; and 465, San Diego, oppose this and will continue to fight to prevent it from becoming law in California.

The local's family picnic was held on May 12 at Knotts Berry Farm with approximately 5,000 people in attendance.

EDWARD L. BAKER, P.S.

# **LOCAL LINES**



World headquarters of the U.S. Fidelity and Guarantee Life Insurance Co. (Local 24, Baltimore, MD).

# FOREMAN PRAISES WORKERS

L.U. 24 (i,spa,es&catv), BALTI-MORE, MD—When general foreman Bill Lansinger said, "The men on this job are outstanding," his words of praise showed his appreciation for the fine job done by our Brothers working for Brown and Heim at the USF&G Mount Washington Center.

The world headquarters of the Fidelity and Guarantee Life Insurance Co. will be occupying the twin threestory buildings at the Baltimore County site. Electrical work on the job was more than \$7 million which included motorized shades; 3,000 under-carpet receptacles; 3,000 lay-in fixtures; and thousands of high-hat lights. At its peak the job employed 42 electrical workers who put in many long days to complete the job in less than 18 months. Congratulations to our Brothers for a job well-done.

In February Bus. Mgr. Bernie Ebberts appointed Hank Heise as an assistant business agent. Bro. Heise will be in charge of organizing. Eight members attended an organizing seminar conducted by Special Projects Dir, Mike Lucas.

The following retirees were awarded service pins: P. Wyatt, 70 years;

M.T. Heinbuch, 65 years; E.C. Fleischer and W.A. Parson, 60 years; J.H. Carey, E. Ely, R. Johnson, C.J. Langlotz, T.C. Mattheiss and T.A. Miller, 50 years.

It's with deepest sorrow we pay our last tribute of respect to the memory of Bros. James E. Moore and Robert Dunnington who passed away on Feb. 4 and Feb. 24, respectively. We extend condolences to their families and friends.

GARY P. PRESTIANNI, P.S.

# RETIREES ARE PRICELESS

L.U. 26 (i,es&mt), WASHINGTON, DC—The local has had many outstanding people apply for the scholarship award, and we thank them for their participation. The committee hasn't made a selection for this year's award—the winner will be announced in the August issue of the IBEW Journal.

The Retirees Club has been extremely busy volunteering their services helping with the Leukemia Radiothon. Our retirees are a special group—always ready and willing to help out when they are needed. Our sincere thanks to them for their help, and especially to Dan McQuaid who headed up the entire program at the local.

Charles Fox was the winner of the Hawaiian holiday in the raffle drawing; the total monies contributed during the radiothon were \$1,190,820 (the electrical contribution accounting for approximately \$11,000 of this amount).

We're hoping all of our members are back to work so we can put out a call to our sister locals for assistance. The local's fourth job steward training class was scheduled for late April.

The local's annual picnic will be held at the Equestrian Center in Upper Marlboro, MD, on Aug. 4.

We wish a happy retirement to Leo Bonini, Daniel Desmond and Ralph Smith.

We're saddened to report the passing of Lester Cox, Kirk Sample and Charles Sullivan. Our heartfelt condolences to their families and friends.

JOHN P. WIDENER JR., B.M.



Local 42, Hartford, CT, 35-year members Ed Mayette and George Brede.

# AWARDS NIGHT A SUCCESS

L.U. 42 (o,em,catv,rtb&govt), HART-FORD, CT—The local held its annual awards night and dinner-dance in March. We had a large turnout, and it was a great opportunity to see old friends and meet new ones.

We presented 100 service awards to members with 10, 15, 20, 25 and 30 years of service. The highlight of the evening was the award given to our members with over 35 years of service: George Brede, Lewis Linquist, Edward Mayette and Melvyn Bullard. The local was proud to honor 19 retirees and present gold IBEW watches for their many years of dedication and service. We were equally as proud to see so many apprentices in attendance who assure us that this highly respected tradition will continue.

This has been a hectic year for the local with almost all of our contracts up for renewal. We will be in negotiations with Connecticut Public Television, Vermont Public Television, Elliptipar Manufacturing and the town of Watertown Police Dispatchers. We're also adding more classes for our construction members, apprentices and journeymen on DOT licensing, transformers, pole climbing, hotstick and first aid. We're looking forward to the continued good work and our barbecue on Aug. 18.

JAMES D. FRASER, P.S.



Local 26, Washington, DC, officers and International Representatives pose at the George Meany Center after an organizing class.

## WORK FORECAST LOOKS GREAT

L.U. 46 (i,em,rtb,rts&spa), SEAT-TLE, WA—There's a window of opportunity open for our local. We have a chance to revitalize ourselves and become the strong and powerful organization we need to be to enhance our job conditions and standard of living. There is more work in our construction and marine units, and we're doing a large share of this work. Our membership is growing; with this growth comes handcal health.

We have organized new shops and workers. This will bring new strength to our local. Our newly organized members will know the advantages of being a union because they have experienced the other side. We welcome our new members. The new shops have work in progress, and they feel the advantage of having a large pool of qualified workers.

If the economic forecasts are correct, our area will have prosperity for a couple more years. Let's take advantage of this opportunity and get our act together so we can weather the next slow period. If we all work at it, we can be a strong union.

PERRILEE MILLER, P.S.

# DRUG TESTING IN EFFECT

L.U. 48 (i,rts,em&rtb), PORTLAND, OR—We have received a new, fouryear contract from the CIR. The first year includes a wage increase of 95 cents, \$1.10 the second, and the third and fourth years are open.

All of our members working under the Inside Agreement will take a mandatory drug test. Our Negotiating Committee has been working hard on the language to be used. The first tests will probably be in July. There are a lot of changes in our Health and Welfare Fund and a few on pension.

We're getting very involved in the 1990 elections through our PAC. The PAC members are interested in the people who are running for election in our state. Our PAC money is being spent on friends of labor in the state legislature and governor's race. We're prepared to spend as much money and time as possible to get results. Our dues checkoff is getting some good results, but we wish we could get more members involved. Please support your PAC/COPE with time and money, which is to your advantage.

The work here is good, and we could use some help manning the jobs we have. If you plan to visit, please bring a good attitude; and remember the rules of the road.

S. GESTER, P.S.

# WORK SCENE

L.U. 58 (i,em,spa&rtb), DETROIT, MI—This winter was one of the slowest we've seen in a while. Our out-of-work list stayed around 700. Fortunately, there are some big projects coming up that should put our mem-

bers back to work.

Metropolitan Airport has major work scheduled with a new terminal and possibly a service hangar. Great Lakes Steel has a new coke battery planned, and Detroit Waste Treatment has an addition planned. Some high-rises, the Hines Building and Riverfront Apartments should help out the commercial segment of our industry.

There seems to be a lot of small work—mostly rat. I believe that with our membership's experience and expertise, we can have an impact on that portion of the market. If our local contractors actively pursue this small work, coupled with the IBEW's organizing drive, the goal of increasing our share will be realized.

JEFF RADIEWSKI, P.S.

# GOOD TURNOUT AT MEETING

L.U. 60 (i), SAN ANTONIO, TX— On Feb. 15 at the retirees meeting, 50- and 55-year pins were presented. Fifty-year pins were presented to Walter Gerlach and George Wiechlein; and 55-year pins were presented to Clay Richie. Howard Lewis, Gilbert Krisch and C.B. Reeves. A good turnout was on hand to enjoy the presentations and the excellent festivities. We are extremely proud of these fine Brothers and extend our congratulations to them.

Congratulations also to the fine class of fourth-year apprentices. Special recognition goes to Raul Calderon as the Outstanding Apprentice of the Year, representing the local in the state competition.

Work is still slow in this area. See you at the next meeting.

RON LEE, P.S.

#### RESOLUTION

L.U. 64 (i), YOUNGSTOWN, OH— It's with deepest regret the officers and members report and record the death of Earl Wylam, a true and loyal member. During his lifetime he made many friends who will not forget him. We extend to his family our heartfelt sympathy.

WILLIAM LYDEN, B.M.-F.S.

# STAND BY YOUR CREDIT UNION

L.U. 80 (i,o,rts&spa), NORFOLK, VA—The 20th Annual Credit Union Dinner Meeting was held on March 23 at the Diamond Club in Met Park. There was a good turnout to enjoy the festivities and the meeting.

A petition was circulated to let our legislators in Washington know our feelings about any new laws that are detrimental to the nation's credit unions. The banking industry would like credit unions to bail them out of its self-inflicted problems. Its representatives are lobbying to tax our credit unions and to incorporate our federal credit union insurance into their Federal Deposit Insurance. If you didn't sign this petition, please do so or write your legislators.



Local 60, San Antonio, TX, Bus. Mgr. Bob Moczygemba and the honorees.

Write to Bro. Bruce Woolridge to let him know the work he's doing is well-appreciated. If you don't know him, you can ask any nonunion contractor or electrician; for he's introduced them all to the local. You can let Bro. Woolridge know that you support him by offering your assistance.

Congratulations to our newest members: Ronald Gringas, Mark Bearden, Michael Floda, Michael Campbell, David Perry, John Kauppiner, We also congratulate our newest journeymen: Ron Jeffery, Jeff Brodgen, Ronald Gringas, Igenter "Mac" McCoy.

Our Seventh Annual Fall Picnic will be held on Sept. 22.

The officers and members extend their heartfelt sympathy to the families and friends of Bros. W.C. "Red" Spears and W.C. Carraway (retired). Remember our shut-ins, and I'll see you at the next union meeting.

RAY MEYERS, P.S.

# BRO. REDDY SALUTED

L.U. 86 (Lrts.em&spa), ROCHES-TER, NY—During the construction of Irondequoit Mall, a life-threatening accident occurred involving a fellow worker and member of the Plumbers and Fitters Local 13, Peter Tucciarello. Bro. Tucciarello fell from a ladder and suffered a serious head injury; he was bleeding and subsequently went into shock. At this point our member, Bro. Ronald Reddy who was working on the second level, was called to administer first aid. Bro. Reddy treated Peter for shock and stabilized him until the ambulance arrived. Bro. Tucciarello was in a coma for seven days and in the hospital for eight weeks. He is recovering at home with daily outpatient visits to neuro rehab. We all wish him well.

Bro. Reddy, 38 years of age, is a 20-year veteran of the Ridge Culver Fire Department and serves as assistant chief. He has around 20,000 volunteer hours and is highly trained in first aid. We're thankful for Ron's actions and his dedication to helping others. We salute all of our union Brothers and Sisters who volunteer countless hours in various organizations. Where would we be without them?

It's with deepest sorrow and regret we record the death of Bros. David Koren and Fred Kaseman. We pay tribute to their memory by expressing to their families our heartfelt sympathy.

R. W. MITCHELL, P.S.

# THE APPRENTICE-RATIO CHALLENGE

L.U. 90 (i&em), NEW HAVEN, CT— Work in the area continues to be slow, but thankfully our sister locals have been able to help us.

We're convincing the Connecticut legislators of the superiority of the IBEW's apprentice program. Once again the ever-strengthening non-union element in the state is trying to change the present ratio (three journeyman wiremen to one apprentice) to one journeyman wireman to three apprentices. The state of Connecticut's test for journeyman wireman proves that better than 90 percent of IBEW-trained apprentices are passing the state test, while less than 30 percent of open-shop apprentices are passing.

The New Haven Building Trades, State AFL-CIO and Central Labor Council have gotten together with the IBEW locals in the state to combat this unnecessary change. IBEW journeymen wiremen are far superior in many ways to open-shop journeymen, and we must constantly strive to convince and prove this to the many individuals out there who don't know this.

Support your union whenever and however you can. It's your livelihood at stake.

GREG WILTSHIRE, P.S.

# LOCAL RELISHES SUCCESS

L.U. 112 (i), KENNEWICK, WA— Our Market Recovery Program is beginning to be used. We were successful in winning a sizeable contract against three of our top competitors in an area we've lost to nonunion shops. We're using the Elgin I and II Plan, which seems to suit our needs. It's hoped that our members' confidence in the program and the administering of it will grow as we experience more success.

On Memorial Day we remembered those who fought for the bounty we enjoy today. We have lost ground in our standard of living in the last few years. But if we can revive the values



Local 112, Kennewick, WA, apprentices.

and solidarity of our beginnings, we can regain our rightful place as voice of the workingpeople and regain lost ground.

The school year is at an end for our apprentices who will be joined this fall by a new first-year class. This is the first time in several years we've had a class in all four years.

The local mourns the death of the following members and expresses sympathy to their families and friends: Malcolm Commet (active), O.J. Massingill, Clarence Singular, John Rodgers, John McCament, Cyrus Grand and Harvey Hall (retired), We're thankful for having known these fine Brothers.

GREG MCMURPHY, P.S.

# AAS DEGREE FOR GRADUATES

L.U. 134 (govt,i,em,t,rts&spa), CHICAGO, IL.—After 18 months of negotiations with the Illinois Board of Higher Education, the Electrical Apprenticeship Program at Moraine Valley Community College is offering an associate in applied science degree. This two-year degree for construction electricians not only lends credence to the quality of the curriculum taught to our apprentices, but enables our students to pursue their educational goals as third-year college students instead of starting out as freshmen.

Right now the AAS will be offered to anyone who graduated from the Residential Apprentice Training Program (from R.A.T. I to the present). At MVCC any student earning this degree must take 68 credit hours with a certain number of hours in the core

disciplines of humanities and physical and social sciences. Our apprentices, upon completion of four years in the R.A.T. Program, will be awarded 52 credit hours. The remaining 16 credit hours must be taken in specific subjects to comply with the requirements of MVCC as well as the Illinois Board of Higher Education.

The time, effort and money saved by this new program can make the difference. Our thanks are extended to the apprentice trustees for their persistence in dealing with IBHE and coming out on top with a benefit our members may enjoy for years. There are ongoing seminars where students can receive information and start the process. For further information contact Neil Coyle, Jerry Howell or Bob McDonald at the Apprenticeship School on (708) 389-1340 from 8 a.m. to 4 p.m.

BOB MCDONALD, P.S.

#### STAND UP; BE FIRM!

L.U. 150 (i,em,rts&spa), WAUKE-GAN, IL-For several months we have been manning an informational picket at Six Flags Great America in Gurnee. The members are asking all of our Brothers and Sisters for their support by boycotting the amusement park and by writing to the park management expressing their feelings and concerns. For those with young children, it will be a difficult choice; but it's your union dollars you will be spending to help pay for a rat contractor. Please write to: Jim Wintrode, President, Six Flags Great America, P.O. Box 1776, Gurnee, IL



Local 134, Chicago, IL, apprenticeship school located in Worth, IL.



From left, Local 150, Waukegan, IL, picketers Steve Yore, C.J. Freeman, Bob Paul and Bus. Mgr. Bill Yukna.

On March 31 the local held its firstever blood drive—53 members, their spouses and travelers participated; and another 27 made donations at the blood bank during the week. It was a job well-done by Brian Friday and the painless staff of United Blood Services.

For the third consecutive year, our local participated in the March of Dimes WalkAmerica on April 29. Jerry Wolmuth served as chairman for this worthwhile charity.

At a general meeting Bro. Tom Curley presented a talk concerning precautions parents should take to minimize vaccine damage to their children. The talk focused on the pertussis vaccine and the possible crippling side effects of the pertussis component. The book, *DPT—A Shoot in the Dark*, (H.L. Coulter and B.L. Harris) will be very helpful to parents. Other information can be obtained from DPT, 128 Branch Road, Vienna, VA 22180; the phone number is (703) 938-3738.

With summer upon us, so are the fairs, carnivals and picnics. Don't just attend—volunteer! Your union and all unions need to be visible to the public. So put on your union hat, shirt, jacket and button; and help your community and your union.

JOHN R. KOLAR, P.S.

# PROTECTING OUR RIGHTS

L.U. 176 (i,rts&spa), JOLIET, IL— On March 3 over 2,500 union tradespeople marched in Oglesby, IL, in protest over Lonestar Cement hiring nonunion contractors at its plant to do over \$14 million worth of work. Operating Engineers' Local 150 and Local 176 have been picketing the plant since December 1989. Since then the plant has been literally closed down. The nonunion contractors have left, and the Building Trades Council is meeting with Lonestar. The unions sent a solid message to Lonestar that day. We thank all the Brothers and Sisters who marched. We also thank the Picket Committee for its hard work. This newly formed committee has been most effective.

Congratulations to the Dinner-Dance Committee for another job well-done. The local's golf outing will be held Aug. 4 at Green Garden Country Club. More details will be given at the union meeting and in the Labor Record. Don't get information secondhand; attend union meetings. The union meetings are held the second Thursday of the month.

BRUCE R. BREAULT, P.S.

# OH, WHAT A STORM!

L.U. 204 (u), CEDAR RAPIDS, IA-It will be remembered as the ice storm of 1990-it started Wednesday, March 7. The central and west districts were hit especially hard. The Boone, Jefferson and Perry areas called for extra help; and union members from all over the company responded. Crews came from Marshalltown, Britt, Manchester, Belmond, Peterson, Lone Tree, Cedar Rapids, Fairfield, Armstrong, Storm Lake, Ames, Rolfe, Sibley, Spirit Lake and many more. Substation, Gas and Meter Depts. also pitched in; and by Sunday most of the job was done.

People were saying they had never



Some of Local 176, Joliet, IL, members at the raily.

seen anything like it. It will be remembered as the year the 345 line, which was never supposed to go down, went down; and 72 structures bent over. It was the storm for new linemen coming into their own and for veteran linemen to do their usual best. After a storm like this, things will never be the same; and we don't just mean structurally. Good times, good friends and good job, Local 204.

JERRY SEBERT, P.S.

# **ACHIEVERS** RECOGNIZED

L.U. 208 (i), NORWALK, CT-Work in the area is getting slower; many thanks to our neighboring locals which are helping us find work.

At the JATC's annual awards dinner, four \$100 awards for the highest scores achieved were presented. Pres. Ron Schlack presented the Vincent Sollicito Award to Tom Breuel of the first-year class. This award is funded by the local in honor of the late Mr. Sollicito who was an officer in the union and active in the community. Joseph Marchese Jr. presented the Joe Sherry Award to David Nicholas of the second-year class. Standard Electric Co. donates this award in honor of its former owner. Mike Vitti represented Westport Electric Co. in presenting an award to Dennis Williams of the third-year class. Richard Bartoli presented the Frank Bartoli Sr. Award to Simon Mills of the fourth-year class. This award honors the founder of Bartoli Electric Co. Bro. Mills was also given the Ray Werme Award for high marks throughout his four years. Bob Werme presented the award; in 1919 Ray Werme founded what is now called Norwalk Electric Co.

After the ceremony, Int. Rep. Richard Panagrossi addressed the group. Bro. Panagrossi praised the apprentices for their positive work attitudes and their willingness to adapt in a rapidly changing industry

Our members donated 86 hours of electrical work to Norwalk's Maritime Center. New outlets and lighting were provided for a meeting hall, and outlets were installed for aquariums. There was an article written in the local newspaper, which did a lot for our image

SIMON MILLS, P.S.

#### **RETIREES HONORED**

L.U. 210 (u), ATLANTIC CITY, NJ-The local honored seven former retired union officers with 220 years of dedicated service: Tom Murscheno, Tom Perrotti, Tom Kinsell, Hank Blose, Ed Crowne and Ed Ritchie. Many friends, former officers, coworkers, family members and honored guests were in attendance.

The highlight of the evening was a speech and presentation letter read by Int. Rep. Phil Robinson from Int. Pres. J.J. Barry. The retirees were presented a history of their company and union service and an IBEW watch.

The many benefits our former and present officers have negotiated for are appreciated, especially early retirement. Special thanks to the com-



The men who donated time to the Maritime Center are, from left, kneeling, David Donahue (Norwalk Electric Co. market developer), Ronald Secchi, Robert McCallum, Simon Mills; standing, Joseph Marchese Sr., Owen Mehle, Russel Geitz, Joseph Marchese Jr. and Henry Robides (Local 208, Norwalk, CT).

mittee for setting up the event Tom Harris, Joe Rogers, Dennis Dimatte, Tom Ritchie and Mitch Mason.

A.M. MASON JR., P.S.

#### **NEW LOCAL HOLDS** FIRST ELECTION

L.U. 222 (o), GAINESVILLE, FL-On March 24 the first general meeting of Local 222 was held in the auditorium of Local 606, Orlando. The meeting was well-attended by Brothers and Sisters throughout the state.

Local 222 was granted a charter by Int. Pres. J.J. Barry on Nov. 1. 1989, and has been growing steadily in membership since then. Our work has been improving gradually, with most of our Book One members working. Our jurisdiction covers the entire state, with the exception of 12 counties in the Panhandle, as well as the Caribbean Islands for all outside line construction work

We anticipate some work in the Virgin Islands. If you're interested in being placed on our out-of-work list, come by the local union office; or have your business manager write to me at 2512 N.W. Sixth St., Gainesville, FL 32609. Indicate you're seeking work in our jurisdiction, your classification, IBEW card number, the status of your membership (how currently your dues are paid), and a phone number where you can be reached. Your name will be placed on our list for the period of time your dues are paid as indicated in the letter or until you find employment. If you're only interested in the Caribbean work. indicate this in the letter

Our first elections will be held June 16 by mail-in ballot. With the enthusiasm and ambition already shown by our membership, I'm confident of a bright and promising future.

JAMES M. BELL, B.M.-F.S.

#### RETIREE HONORED



Local 246. Steubenville, OH, retiree E. Deane Talkington receives retirement watch from Pres. Elmer Swearingen.

# **COMMITTED TO EXCELLENCE**

L.U. 258 (o&u), VANCOUVER, B.C.-Transmission line crews from Vancouver were called on to remove ice from one of our 500-KV lines during heavy snow and ice conditions. The line had faulted and reclosed approximately 15 times, but weather made it impossible to fly in with helicopters to patrol the line. Fault-locating Switzer relays gave the crews an idea where the faults were; but still, accessibility made it tough to find out what was causing the faults. Icing on insulators was suspected, but the towers were in the mountains; and over 10 feet of snow on the access roads made it a long journey into the towers.

Snowcats were used to transport the crews to the towers: and after two long days of packing down a snow-covered road, the crews made it to the towers. When they got there, they had to chip away ice to climb the towers and then climb out on the insulator strings to chip away ice from between the bells. This cleaned up the insulators and prevented further flashovers

It's dedication and commitment which complete jobs like this in tough conditions. We say thank you to all the Brothers who maintain our electric system and keep it reliable.

Bro. Malcolm "Smitty" passed away on Jan. 26. Smitty joined the local in 1969 and worked across Canada and the United States during his career. He gained many friends and always reached out to his coworkers to lend a helping hand. He will be missed by all who knew him.

ROD BYRNELL, P.S.



Local 258, Vancouver, B.C., member on a snowcat.

#### WELCOME, MEMBERS!

L.U. 270 (i&o), OAK RIDGE, TN-Work in the jurisdiction has slowed to its lowest point in many years. Hopefully work will increase when DOE awards the new contract in October.

Greg Fulwiler, Kevin Brown and Thomas Nance completed their apprenticeship requirements and became members on Feb. 26. Bros. Martin Aslinger and Warren Rodgers were initiated on March 12.

We're sad to report the death of Bro. Charles "Pinky" Day on Feb. 16. Our sympathy and prayers go out to his family.

Remember to buy union and support U.S. and Canadian products.

JIM BLANKENSHIP, P.S.

#### ORGANIZE!

L.U. 278 (i,o,u,em&govt), CORPUS CHRISTI, TX-Work in our jurisdiction is slow with 110 on Book, and the work picture looks slow for future months.

Times in our jurisdiction have changed drastically. Since the early '80s when the oil patch went down, work has steadily dropped. Former members went into business as rat contractors, taking their education from our apprenticeship program. The contractors have had the upperhand in our negotiations.

There is only one way we can become stronger-organize! If we put forth the effort, we can bring in the shops and electricians. We can once again control our fair share of the electrical work in our jurisdiction. Our wages may not be fair and work may be slow, but we can change that by making a concerted effort to organize our nonunion work. Organizing isn't just the responsibility of the business manager or the organizer; we're all responsible for organizing.

We mourn the death of Bros. Francis Bonawitz, C.O. Morrow, Wallace Faircloth, George Wood, George Millican, Clem Cormicle, Jerry Diegel Jr. and R.M. Winston.

JAMES "SATCH" GARDINER, P.S.

# WHEN DUTY CALLS...

L.U. 292 (i.em,rtb,catv,rts&spa), MINNEAPOLIS, MN-With the antiunion ABC planning to expand on its efforts to infiltrate our market over the next few years, we must stay active, become more involved in our communities, upgrade our skills and continue to do a super-crafted job. By attending our union meetings, we can voice our concerns and ideas and keep informed of ongoing union business. We can show support for our leadership and volunteer for committees. We can organize, salt, picket, hand out leaflets for labor-endorsed candidates and do charity work.

We have over 100 members on the bench with calls coming in slowly. Hopefully we'll have full employment soon, and we'll be able to refer



Local 292, Minneapolis, MN, 40-year pin recipients: John Lillquist, Ivert Green, Art Hogan, George Therres.

The companies which make the AFL-CIO Boycott List are bestowed this disgrace because of these companies' union-busting tactics and their blatant disregard for their workers' rights and welfare. Please don't trivialize this list by purchasing their products or by using their services. By purchasing boycotted products, you'll be supporting their union-busting tactics.

We also have a responsibility to be involved on current union affairs. We have a duty to know and uphold the IBEW Constitution, our bylaws and agreement. The better informed we are, the better union people we will be. Please promote brotherhood and safety on and off the job.

Our picnic will be held on Aug. 25 at Wabum Park.

JIM TAUER, P.S.

#### TO NO END

L.U. 294 (i,u,em,rtb,rts&spa), HIB-BING, MN—Work in our jurisdiction is still slow. Many of our members are working across the United States. We thank the many locals which have put our members to work.

We are still picketing the \$535-

million papermill expansion in International Falls, MN; all of the work in the main plant is being done nonunion by BE&K. We're losing a lot of work. We have members picketing the Boise jobsite. Anyone who wants to help those on the picket lines can do so by sending donations to: Strike Relief Fund, P.O. Box 86, Ranier, MN 56668. If you want to donate to help those arrested in International Falls on Sept. 9, a fund has been established which can cover bail and legal fees. Please send your donations to Minnesota Labor for Preservation of Union Principles in care of Union Bank and Trust, 312 Central Avenue, Minneapolis, MN 55414.

Brothers and Sisters, we need your participation in our meetings. If you have a complaint or suggestion, this is where you come. Our main local unit meets the fourth Thursday of the month at 7:30 p.m. at 503 East 16th Street, Hibbing, MN. Our 294-2 unit meets the third Thursday of the month at 7 p.m. in the Carpenters Hall in Bemidji, MN. Bus. Mgr. Robert Jensen can be called at (218) 263-6895. Let's make a special effort to attend these meetings.

Look for the union label, be union and buy union.

E. LEROY LAHDE, P.S.

#### SUPPORT COPE!

L.U. 300 (i,u&govt), MONTPELIER, VT—The NLRB General Counsel in Washington, DC, has sustained our appeal of the Cappadonna Electric case. Last year two members worked as salts for Cappadonna and were laid off after the company found out they were union members. We filed unfair labor practice charges with the Boston region office which determined there was no basis for the charges. After seven months the General Counsel ordered that a complaint be issued and a settlement be reached.

The local is in negotiations with the Morrisville Water and Light Dept., Vermont Gas Systems and the Unit 7 Construction Division. Negotiations with Enosburg Water and Light and the town of Enosburg will start shortly.

Local union elections will be held by mail ballots this month. If you didn't receive a ballot, contact the union office; ballots are mailed to your last known address. We're now electing four delegates to the International Convention. Our membership has seen a lot of growth in the last three years, and the officers welcome all new members.

COPE tickets are available from your E-Board representative. Support COPE!

BETTY AJA. R.S.

# PLANS SET FOR NEW HALL

L.U. 302 (i,o,rts&spa), PLEASANT HILL, CA—Several years ago the local purchased undeveloped property in Martinez as the future site of our hall. We're moving forward with construction plans for the new facility.

Our Community Services Committee sponsored a farewell event to our old hall—an afternoon open house and an evening lights-out dance. Our Retirees Club provided refreshments. In tribute Central Labor Council Sec.-Treas. Steve Roberti spoke about past and present members whose efforts have contributed to our local. He introduced speakers Int. Rep. John Hunter and Bus. Mgr. Wayne Whitehurst. Int. Vice Pres. Jack McCann was unable to attend but sent best wishes. Bro. Hunter spoke of the events that are a part of our history, and Bro. Whitehurst spoke of plans for our new building and local.

The hall was decorated with accoutrements of our trade: print plans, wire reels, tools, old coveralls, etc. A very special thank-you to the many members who helped with this terrific event. See you at the next meeting.

BETH HASTINGS, P.S.

# CONSTRUCTION WORK BLEAK

L.U. 304 (o&u), TOPEKA, KS—Construction work seems to be grinding to a halt in our area without the promise of a brighter future. With the exporting of more jobs and the importing of more goods, I see a steady decline of work eventually affecting our utility workers.

We have been in negotiations with NECA, DS&O, NCK and CMS. We will be in negotiations with the city of Osawatomie and D&Z Army Ammunition Plant

It's not too early to start thinking about helping those less fortunate this holiday season. We appreciate and thank those who helped during the 1989 Toy Drive.

We mourn the passing of the following Brothers, and we extend condolences to their families and friends: Melvin Stowell, Charles Mathews, Lowell DeGraff, Al Raymond, Roy Wilhite, LeRoy Bartlett, Alley Adams and Ivan Proctor.

CHARLES D. YOUNG, P.S.

# BRIGHT DAYS

L.U. 322 (i,o,u,em&govt), CASPER, WY—"I tried to join the union once. They told me to get lost; they laughed in my face." The members of our Organizing Committee are haunted by this statement. They hear it over and over again. Two of these men tried one more time, and this time succeeded. The local welcomes journeyman wiremen Terry Daniels and Mark Seeley. Congratulations, guys!

An association of men and women with common goals or brotherhood. Where does it come from? Does everyone have a certain amount of this sense to begin with? Is it learned by example? Can it be strengthened? Can it be weakened? The answer is ves to all of these questions. I believe everyone has some sense of brotherhood. However, individuals' sense of brotherhood development has had a lot to do with what a person sees and hears on the job, in school and in union meetings. Brotherhood can be extended too, but it can never be forced on anyone without some kind of barrier. Barriers are the last things

Brothers and Sisters, we want you to have your JOURNAL! When you have a change of address, please let us know. Be sure to include your old address and please don't forget to fill in L. U. and Card No. This information will be helpful in checking and keeping our

If you have changed local unions, we must have numbers of both.

Mail To: Address Change Department

records straight.

International Brotherhood of Electrical Workers

1125-15th Street, N.W. Suite 903 Washington, D. C. 20005

# **ADDRESS CHANGE?**

ZIP CODE
l Union)
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ZIP CODE

Don't forget to register to vote at your new address.

we need between our members or prospective members.

Our Market Recovery Program is accomplishing its intended goal. We are starting to pick up more of the jobs that used to go to the nonunion shops, and we're enjoying a growing percentage of the market. Things are starting to look a lot brighter.

We wish everyone a great summer. Charles Dockham, P.S.

#### LET'S GET INVOLVED

L.U. 332 (i&o), SAN JOSE, CA—Thinking about ignoring COPE-endorsed candidates? Please write to candidates you intend to vote for about basic labor issues. Sen. Pete Wilson (R-Calif.), who is running for governor, wrote our members to say he thinks double breasting (employer can have a union and a nonunion shop) is good because it provides competition. This was in response to letters asking him to support legislation forbidding this practice.

The COPE endorsement process screens candidates; and if you are going to ignore these recommendations, please screen the candidates yourself. For example, the most conservative antilabor state senator in California was H.R. Richardson, who is also a publisher of a gun publication. His opposition and editorials opposing Tom Bradley, who was a prolabor candidate, were partly responsible in defeating Bradley and electing Deukmejian as governor. Deukmejian is antilabor to the point of eliminating our state safety program, and organized labor had to spend its resources on a statewide initiative to regain it. However, Deukmeijan is dragging his feet on making it fully operational. No member who I know who voted for him ever asked him his stand on labor issues, and for seven years he has vetoed legislation which benefited workingpeople. H.R. Richardsonno one questioned him or knew him, either

Our annual picnic will be held at Coyote Ranch on July 14.

RICHARD R. CONWAY, P.S.

# NEGOTIATIONS UNDER WAY

L.U. 336 (t&catv), CHICAGO, II.— Central Telephone Co.'s contract expires Aug. 31. A first-time effort for national negotiations concerning benefits is under way. It was felt that progress could be made by bargaining at a joint table with Centel on common issues. The first session broke off due to Centel's mandate of a contributory healthcare plan. The second session was in April; we hope the company will abandon its concessionary bargaining efforts.

A panel of Fujitsu Business Communication Systems stewards met in March to discuss the possible revision of their medical and dental programs. Additional job steward training and grievance-related problems were also on the agenda.

Jones Intercable and U.S. Cable TV contract negotiations are under way, and meetings were held with the members to get their input. The meetings were well attended. Hopefully the company will bargain in good faith because the active membership continues to grow in these units. Nonunion employees of U.S. Cable TV of Indiana have voted to join our bargaining unit. Welcome!

AT&T continues to cut its work force while subcontracting work our members are capable of doing. Relocation and reassignment are the watchwords. As AT&T continues to ask its supervisors to do more work with less people, we must be alert to this process. If you are aware of these activities, please notify the union office.

Illinois Bell members are adjusting to the management force redistribution after nearly 1,000 supervisors retired. Many of the replacements came from staff jobs and are unfamiliar with our contract. The realignment of management has generated several grievances through the Bell units.

ALBERT J. FRANZEN, R.S.-TREAS.

# RECOVERY PLAN GENERATES WORK

L.U. 354 (i,em,mt,rts&spa), SALT LAKE CITY, UT—We thank the following members who installed lights and outlets at the Children's Museum of Utah: Joe Reilly, Ed Wagstaff, Larry Mariano, Mike Miller and Paul Guymon. These members put in 200 hours of work on this project.

The work picture was slow all winter and hasn't picked up. However, we do expect a better year than last year; but we won't reach full employment.

Kevin Jorgensen and Joe Hancock, Western States Electric, and Bus. Mgr. Les Miller presented the first of two market-recovery checks to Kem Gardner and Rulon Gardner of the Boyer Co. for their award of the electrical contract of 201 South Main to Western States Electric. This 24-story office tower is vital to redevelopment plans of the downtown area. It will provide 50,000 hours of work for our members for 15 months.

JULIE LEROY, ASST. B.M.

# BLOOD DONORS ARE VITAL

L.U. 358 (i&o), PERTH AMBOY, NJ—The continuing trend to praise the workmanship and ability of our members was evident with the letter sent by Schoonover Electric Co. of Mountainside, NJ, to Bus. Mgr. James Callahan regarding Bro. William Simanek. Anthony Intravio. assistant manager of Facilities Engineering at AT&T, South Brunswick, NJ, praised Bro. Simanek's attitude, workmanship and ability to perform and complete projects at AT&T under the most trying conditions while keeping his cooperative spirit and congenial attitude.

On behalf of the membership, Bus. Mgr. Callahan congratulated and thanked Bro. Simanek for a job welldone. Bro. Callahan said he contin-



At the check presentation are Kevin Jorgensen, Joe Hancock, Bus. Mgr. Miller, and Kem and Rulon Gardner (Local 354, Salt Lake City, UT).

ues to receive favorable comments from our contractors and companies employing our members. Through the apprenticeship training we all learn to take pride in ourselves and our ability to do a good job. With this kind of attitude, we can make our union the stronger voice over the nonunion threat in our area. Ability, attitude and production—a tough combination to beat.

The ongoing need for blood donors continues throughout our area. Brothers and Sisters, it's surely a comforting feeling to know the supply is there if needed because we answered the call. Co-Chmn. Al Bulvanoski and Carmine Ragucci and their committee continue to do a great job; however, they need everyone's support and cooperation. Support your blood bank—donate!

Our annual dinner-dance was held at the Landmark Inn on May 12. Bus-Mgr. Callahan, Pres. Joseph Jennings and Chmp. Ernest Fessel did an outstanding job.

Our sincere condolences go out to the family of retired Bro. Michael Matey who passed away. Bro. Matey was a 40-year member.

STEVE R. SEHEIN, P.S.

# MEETING DATES CHANGED

L.U. 424 (i,o,u,rr,mo,rtb,rts,ees,es, em,as&spa), EDMONTON, ALTA.— The regular Unit 1 meetings are now at 9 a.m. on the fourth Saturday of each month. This was changed from Wednesday evening because so many of our members are working out of town and can't get to the meetings.

Barney Murray, who for several years was doing double duty as Unit I chairman and treasurer, has resigned as chairman. Ken MacKenzie has assumed his duties. Our thanks to Bro, Murray for a job well-done over the years. He will continue as treasurer. The change in meeting dates allows Chmn. MacKenzie or Vice Chmn. Norman Kiernan to be on hand for the Saturday meetings. Hopefully the members will come out and support the change.

Int. Rep. Wayne Brazeau conducted a leadership course for the officers of the local. It was interestingly presented and was a very good change from previous formats. The theme of the course was "Goal Setting as a Group." It showed how to bring a vague, indistinct target into definite focus using a series of conductivity of the conductivity of the course was not conducted to the course of the conductivity of the course of the course

crete, logical steps. The course also helped impart some sense of direction to the officers and reaffirms the purpose of their involvement in the local union.

DAVE ANDERSON, PRES.

# GET INVOLVED, MEMBERS!

L.U. 430 (i), RACINE, WI—The local was saddened by the passing of former Bus. Mgr. Jerry Helding. Bro. Helding was business manager for 14 years. He was president of the IBEW State Conference, president of the Racine County Building Trades, secretary-treasurer of the Racine County Building Trades and was on a committee for the National Electrical Code. He will be missed; our condolences to his family and friends.

Work in our area has been good; it looks like it will keep going through 1990. We have the pleasure of helping some sister locals with work. Many locals have helped our members in the last few years, and it feels good to return the favor.

Our spring dinner-dance was held Feb. 10; Larry and Lyle did another outstanding job with lots of help from their wives. Service pins were presented to Marty Gulbrandson, 35 years; Wally Schulz, 30 years; Jim Durkin, LaVelle Schoessow, Tom Isaacson and Jim Hart, 20 years.

The way things have been going in the construction industry the last nine years, members should attend their union meetings and get involved in the labor movement. It's been tough, and we have to get together and fight to regain our market. With the support from our members, we can do it. Get involved!

WAYNE F. MOLITOR, B.M.



Local 430, Racine, Wi, deceased Bro. Helding.

# NLRB ISSUES SETTLEMENT

L.U. 498 (i,rtb,em&catv), TRAVERSE CITY, MI—The membership welcomes Steve Bachelor to the local. Steve was sworn in at the February regular meeting. We had approximately 60 members in attendance at the meeting. It's good to see the interest and participation of the rank-and-file members. Involvement on the local level is what it will take to turn things around for labor.

Negotiations have begun with Milltown Electric. Bus. Mgr. Barry Andrews reports continued progress towards reaching an agreement. A settlement agreement has been issued by the NLRB in the Grand Traverse Electric campaign. The employer has agreed to a rerun election. It will also post a notice stating it won't discriminate against members of the local in its hiring procedure. Additionally, Bro. Matthew Vaida will be placed on a preferential hiring list, and the company will offer him employment as a journeyman electrician before it hires any new ones

We thank Bros. Mark Griner and Dave Belluni for their help in drafting the local's current policy on residential wireman upgrade into inside wireman status.

BOB SCHRAMSKI, P.S.

#### A FUTURE PLEDGE



Derrick and Wendi, children of Local 520, Austin, TX, Registrar Ed Bedwell, led the Pledge of Allegiance at the Texas AFL-CIO Convention. They are also the grandchildren of Bro. Jack Galbreath.

# TACKLIN' THE ISSUES

L.U. 636 (u,as,spa&rr), TORONTO, ONT.—As summer approaches, many of our units will suspend regular meetings until fall. However, the full staff and newly elected officers will continue to tackle the tough issues facing our members.

Although the contract calendar is lighter than last year's, negotiators from Amherstburg to Peterborough are challenged by a troubled economy and the uncertain financial impact of the GST. Still, fewer labour disputes are anticipated this year, which may allow us to begin office renovations and purchase a muchneeded computer system.

In an ongoing organizing campaign, Bus. Mgr. R. Wacheski and Bus. Rep. H. Vance have met with representatives from Hamilton, Brantford and Oakville to discuss the possibility of a merger with our local. These were only preliminary discussions, and amalgamation could lead to the hiring of an additional business representative.

To overcome the growing problem of increasing nonmember employees across our local, Pres. Robert Gaines appeals to us to take time and assure that all new members are properly initiated. To promote unionism on another level, plan to attend the local's annual slo-pitch or golf tournament, or organize a picnic for your unit. These events offer great opportunities to meet new Brothers and Sisters and share the union spirit.

PATRICK VLANICH, P.S.



Local 636, Toronto, Ont., Sister Linda Campeau and Steve Ward pose at a labour rally in Windsor.

#### COMMITMENT

L.U. 640 (i,u,em,rtb,rts&spa), PHOE-NIX, AZ—As another class of new journeymen enter the next phase of their careers, we offer our congratulations to them on selecting the IBEW and for finishing school. When we enter the trade, we commit ourselves to several years of technical schools and a union way of life. We are faced with three challenges: education, organizing and politics.

Shop steward and officer training and JATC classes are things all of us can do to improve ourselves. With the rapid pace of technology today, we can all do some outside reading to improve our skills and understanding of our trade. We can also learn from veteran journeymen by asking key questions; we can gain a wealth of insight on our history or on a technical point. Volunteering for a committee position with the local is another positive step forward.

It's good to know something about your opponent—the nonunion person may be interested in the same things you are—reasonable wages, healthcare, safe working conditions, affordable housing, etc.

We all applaud Lech Walesa and the landmark advances made in Poland. This trade union leader's important civil and workers' rights drive has benefited the cause of working-people. What impact can one person have? An estimated one-third of the U.S. Senate seats, nearly all House seats, most governorships and state legislators' seats will be up for grabs. If we develop a fraction of the commitment this one man has, our strength and purpose will be clear.

DAVE JENKINS, P.S.

# BRO. JERNIGAN REAPPOINTED

L.U. 676 (i,rtb&o), PENSACOLA, FL—I have reported about the freedom being enjoyed in Europe, and there is some freedom being shared in communist countries. The time has come for this enjoyment, and people are organizing together for unity.

Bro. Gene Jernigan was reappointed to the Florida State Job Training Council to represent organized labor.

Our inside and outside negotiations have been completed, and a contract was voted on by the members. Our inside work is slow, but our outside work is at full employment with some travelers working.

With deepest sympathy I regretfully inform the members of the death of Bros. Doyle D. Freeman, Feb. 12, and J.T. Pugh, Feb. 17.

JULES POOLSON, P.S.

# THREE GREATS MOURNED

L.U. 688 (i,o,u&t), MANSFIELD, OH—Tragedy has struck our local with the death of three Brothers.

While walking from the parking lot to the jobsite, Bro. Paul Gallant suffered a massive heart attack; he passed away on Feb. 4. Paul had attended refrigeration and programmable controller schools and was on the Promotional Committee.

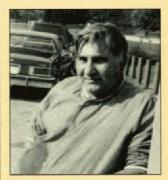
Robert "Bobby" Pifher fell 20 feet through an uncovered opening in the grating. Due to severe head injuries, he passed away on Feb. 20. Bobby joined the local on Jan. 10, 1967, and served as a steward. His brother John and nephew Jack are members of the local.

Retiree Walter Kelley passed away

on Feb. 13. In 1946 he joined Local 108, Tampa; he subsequently transferred his membership to our local in 1948. He served on the Executive Board for several years; his son Burt is a member of our local.

These Brothers will be missed. United we stand; divided we fall.

CHRIS MATTHEWSON, P.S.



Local 688, Mansfield, OH, deceased Bro. Pifher.

#### **MCV GIVES PRAISE**

L.U. 692 (i&spa), BAY CITY, MI—We have grown from 29 members in 1937 to almost 400 members. As we celebrate our 53rd year, we still have four charter members, all retired: Tony Dodick, Donald Johnson, Aloysius Lewicki and Kermitt Trapp. We have about 115 retirees. Bro. Joe Essex announced his retirement effective June 1. We wish him a long and happy one.

The work picture for the summer should have everyone working. There are a number of jobs started, including a new 100-store mall in Bay City, a renovation, and an addition to the waste-water treatment plant in Midland. The work at the air base in Oscoda and the cement plant in Alpena have helped to keep most of the members who live in Zone 2 working.

The Standish Maximum-Security Corrections Facility is completed. The Midland Cogeneration Venture started producing electricity by late March. In a meeting with Bus. Mgr. Bob Rajewski and the Midland Cogeneration Venture Group, Bob was told that the work was completed six months ahead of schedule and \$22 million under budget. With the name of the contractor being Fluor Daniel, it's not necessary to tell you anything more about the MCV project. We congratulate and thank everyone who worked on it. The MCV is the only fossil-fueled plant in the world producing electricity and steam.

We thank Instructors Paul Le-Vasseur and Fred Schmidt who taught classes on motors and transformers to the new members and to the journeymen who wanted a refresher course.

Pension, health insurance and portability are issues which will affect every member; why not stop in for a union meeting this summer, and get an update on these important issues and more.

The Retirement and Anniversary Party will be held at Jack Revett's Regal House in Bay City on Oct. 6. Tom OSLUND, P.S.



Local 640, Phoenix, AZ, new journeymen.



Local 702, West Frankfort, IL, stewards.

## STEWARD CLASSES ATTENDED

L.U. 702 (i,o,u,uow,em,rts,rtb,spa, t&catv), WEST FRANKFORT, IL— Our stewards who work for GTE of Illinois and Penn Aluminum Intl, attended training classes at the hall. The classes were taught by Int. Rep. Alan Goddard; additional classes will be scheduled soon at Mt. Vernon and Olney, IL.

DAVID E. MCNEELY, P.S.

# UNION CONTRACTOR PREVAILED

L.U. 728 (o,i,em,rts&spa), FORT LAUDERDALE, FL—We had to establish a local prevailing-wage ordinance in Broward County to provide us better work opportunities down the road. Though it has been a long road, the fruits of our political labors are ready to be harvested. The first phase of the Broward County Convention Center, at an estimated cost of \$50 million, is being manned under our prevailing wage by a union contractor. The second phase, which includes a hotel, office building and shopping complex, should top \$300 million.

The Broward County Trash Burners, both north and south, are being manned under our prevailing-wage ordinance at our best wages. The trash burners should approach \$500 million in union construction when completed in 1991.

The south end, five-year SLS contract with Florida Power and Light Co. has been awarded to a union contractor. This contract deals mainly with the mega overhauls on the fossil power plants and should enhance our work opportunities in the future.

We extend our sympathies to the families and friends of journeyman wireman Dennis Carroll, retired journeyman wireman Donald Curci and apprentice wireman Seth Larsen who passed away.

MICHAEL FORTIN, P.S.

# NEW BENEFIT ANNOUNCED

L.U. 734 (govt), NORFOLK, VA— The Federal Retirement Thrift Investment Board has issued interim regulations regarding when and under what conditions federal and postal employees can borrow money they have invested in their retirement thrift accounts.

To borrow money, employees must be in a pay status; and their investments and interest must be at least \$1,000. The loan may be used to buy a home, pay educational or medical expenses, or for a financial hardship. Repayment of the loan must be spread over at least one year but not to exceed four years except when buying a home; then the loan can be for a 15-year period. The minimum loan must be \$1,000, while the maximum is based on several formulas tied to the amount in an employee's account. The interest rate is fixed as the rate of interest paid by the thrift plan's government security accounts on the date the loan application was received

The Office of Personnel Management has proposed widening the scope of appeals for probationary employees who are fighting dismissals. It now defines as improper a dismissal based on discrimination for a "handicapping condition." The old term physical handicap was considered too narrow.

Unless the clean-air legislation includes a realistic timetable for economic growth, any immediate action could be detrimental to the maintenance of employment opportunities in America's construction, industrial and mining base. However, clean air is in the nation's best interest; and the attainment of this goal can be met. Contact your representatives, and urge them to enact clean-air legislation.

Our power is in people, not money. We do have the right to communicate our concerns with our elected officials. Help your union to maintain a good fight to preserve our concerns and rights. Don't forget to vote in the November elections.

SAMUEL L. WILLIAMS, P.S.

## MEMBERS ATTEND STEWARD SCHOOL

L.U. 760 (i,o,u,rts&spa), KNOX-VILLE, TN—On Feb. 24, 15 officers and stewards attended an eight-hour construction steward training program conducted by Int. Reps. Gene Ruff and Lloyd Lynch. Our local is the first in the 12th District to participate in this new program.

The school's main goal was to provide the stewards with the tools and the determination needed to serve the IBEW and its members effectively. The course explained the many roles and responsibilities of the steward. For example, the steward should



At the Local 760, Knoxville, TN, training school are Int. Reps. Ruff, left, and Lynch.

be a leader for creating a union environment on the jobsite—always promoting the goals and welfare of the union. To make a union strong, the steward is a key person. How the union is perceived, comes back to the steward. He or she is the extension of the business manager.

The local thanks Int. Reps. Ruff and Lynch for teaching this very informative program. Every member should always promote the goals and welfare of the entire IBEW every day—both on and off the job. One way to accomplish this is to attend local union meetings regularly. The inside meeting is the first Monday, and the regular meeting is the fourth Friday of each month.

DAVID COUCH, P.S.

#### **AWARENESS PAYS!**

L.U. 768 (i,o,c&u), KALISPELL, MT—Some of our members received checks from the government for interest accrued on a back-pay settlement. A little-known provision of the Back-Pay Act provides for interest on improper personnel actions. Although the dollar amounts were low, the processing was time consuming for the government, and this should be an inducement for management to pay attention when it comes to paychecks.

The Honorary Citizenship Certificate was awarded to eight-year old Shandi Hayen by the governor's office for her work and time spent with the handicapped. Shandi is the daughter of Bro. Stew Hayen. How about this union-made kid!

STEW HAYEN, P.S.

#### WHO'S WHO?

L.U. 824 (t), TAMPA, FL—We were very busy during the beginning of the year planning for the Shareholders' Meeting in Stanford and also preparing for the GTECC negotiations. We will begin negotiations for the regulated side of the company in August.

The reorganization of the local is almost finished, and we're trying to be more progressive. Through several of the telephone councils, we're hoping all unions parallel some of the moves that General Telephone is doing across the country.

We thank our Brothers and Sisters in Locals 723, Fort Wayne, IN: 1106, Mason, MI; and 1357, Honolulu, for their cooperation. We wish lots of luck in negotiations for all locals.

GUY A. LANGLAIS, ASST. B.M.

# SECURE YOUR FUTURE

L.U. 910 (i&rts), WATERTOWN, NY—On March 23 we ratified our three-year contract which went into effect April 1.

Plans are under way by Chmn. Tom Lawlee, Jeanie Martin and Dick Senecal for the summer family picnic. The local's golf league was organized by Chmn. John O'Connor.

The graduating class of apprentices for 1990 held its dinner on April 27; there were 19 graduates. Congratulations and good luck! We accepted 11 new apprentices to start the next five-year apprenticeship program in the fall.

Nominations for officers were held at the May meeting, and the results of our June election will be published in a future article.

We purchased the building and property next door and are planning to renovate the structure into our apprenticeship training facility. This will house our classrooms, welding facilities and increase our parking area.

Work looks good for the summer months with a wide variety of different projects forthcoming.

Remember to buy U.S. and Canadian and build union—it's our future.

MICHAEL J. DAVIS, P.S.

# PIONEERS RECOGNIZED

L.U. 986 (t&em), NORWALK, OH— On Jan. 26 former Pres. Ed Blachuta was guest of honor at a retirement luncheon. Bro. Blachuta also served the local as vice president, Executive Board member, chief steward and steward. A plaque was presented to him commemorating his outstanding service and 20 years of membership in the local. All the officers and members extend best wishes to Ed and his wife, Vivian, for a long and happy retirement. Thanks, Ed, for all you've done for us.

The local has engaged in a project with GTE to create a participative management climate through the utilization of the employee-involvement process. Local 642, Minerva, OH, and CWA have been equal partners in this effort. Three pioneers of this employee involvement effort were recognized during the GTE Management Rollout Meeting on Jan. 18: Glenn Sanderson, president of Local 642; Sister Linda Howard, treasurer of our local; and Jim Blevins, CWA.



GTE North Inc. Pres. Paul Nolan, Bro. Sanders, Sister Howard, Adrian Seifert and Jim Blevins (Local 986, Norwalk, OH).

They were instrumental in laying the foundation for the successful employee-involvement effort with GTE in Ohio. The many hours of time these dedicated activists have spent in their support of this program are deeply appreciated.

JOHN E. ARBOGAST, B.M.-F.S.

## BEST WISHES, KATY AND KEP

L.U. 998 (em), VERMILION, OH— Two longtime members of our local retired after serving a combined 59 years at HI-TEK/Lithonia Downlighting. Catherine "Katy" Kelm. who was hired on June 26, 1966, was guest of honor at a retirement dinner on Feb. 21. Irving "Kep" Kezmarski, who was hired on Dec. 8, 1955, and who held every union position during his tenure, was honored on March 2. We wish them the best.

JAMES C. JANIK, P.S.

# CBS NEGOTIATIONS FORTHCOMING

L.U. 1220 (rtb), CHICAGO, II.—We participated in a Stewards' Training Workshop along with Local 715, Milwaukee, sponsored by the International Office. This was an extremely valuable session and was the first formal training session many of our stewards attended; several officers were also in attendance.

The next big contract we have to negotiate involves the CBS network. Our local will join in joint bargaining with locals from New York, Washington and Los Angeles. These locals met during the National Association of Broadcasters' Convention held in April; negotiations will begin later.

When all production was done by television stations, we had union contracts for all of our people. With the explosion in the television production area, many companies are formed almost overnight and don't employ technicians on a regular or full-time basis. It's difficult to bring these people to the bargaining table. Our local is seeking ways to bring into the mainstream many of our members who are working only part-time and sporadically and who aren't given work on the basis of seniority, even under union contracts. These members don't have job security. Many contracts in recent years have permitted this, and the rise in unprotected members is causing problems.

We have declared Trio Video and F&F Productions adverse and detrimental to labor and have resolved that members of our local will not work for these production companies until we're able to obtain a fair contract with them.

ROBERT KASTIGAR, P.S.

## AGREEMENT REACHED

L.U. 1306 (uow), DECATUR, IL—A centralized Phone Center Agreement between our local and Illinois Power has been reached which lines out the staffing and relocating of our members. This agreement contains early retirement at age 57, moving/relocation expenses, seniority transfers, job classification quotas, shift hours and staffing, and several other items.

Some of the members and officers who participated in the Local 1220, Chicago, IL, stewards' training: from left, John Kucera, Lellani Shute, Steve Stabile, JoAnne Reece, Bus. Mgr. Robert Janney, Vice Pres. Jessi Klimovitz and Pres. Alan Skierkiewicz.

Congratulations and thanks to the Phone Center Negotiation Committee.

A major agreement between our local; Local 51, Springfield; and Illinois Power concerning Clinton Power station's new Fitness for Duty drug and alcohol testing has been reached. The unions were able to reduce Illinois Power's unilaterally imposed sanctions and agreed to implement several changes: a three-strike program rather than two strikes; refusal to test counting as a positive rather than discharge; a one-year clean slate for alcohol infractions: volunteer admittance into an employee assistance program not counting as a positive drug test; and several other items. Congratulations to the committee for its hard work. The local also thanks Larry Broshears and "Bucky" Carter for their cooperation

The local has been working hard trying to improve our working conditions and quality of life. The work is difficult; but through our union, when one member gains we all gain. Let's continue to work together to benefit everyone. Attend your meetings and become involved.

KEVIN R. BENNETT, P.S.



Local 1306, Decatur, IL, Bus. Mgr. Richard "Dick" Anderson.

# HEARTS AND MINDS AT WORK

L.U. 1426 (i,o,u&spa), GRAND FORKS, ND—The Lighthouse of Fargo-Moorhead Inc. extended its most heartfelt thanks to Bros. Donald Rettig, Gordon Zimney and Steve Olson for their positive support for the homeless in the community by rewiring the facility at 324 Seventh Street North, Fargo, ND. The local salutes these Brothers for their unselfish deeds.

WESLEY LYNNES, B. M.



Local 1466, Columbus, OH, new secretary, Mary Hoersdig.

# WELCOME ABOARD, MARY

L.U. 1466 (u), COLUMBUS, OH— We're proud and happy to have Mary Hoersdig, the local's new secretary, on board. We wish her a long and happy association with Bus, Mgr. Bill Kibbey and with our local. The phone number at the union hall is (614) 837-1008. The hours are 7:30 a.m. to 4:30 p.m.; Mary's lunch is 11:30 a.m. to 12:30 p.m.

Have a safe and enjoyable summer.

LAURA S. MUMFORD, P.S.

# NEW STEWARDS ANNOUNCED

L.U. 1484 (uow), SYRACUSE, NY— Hopefully System Council U-11 and Niagara Mohawk Power Corp. have reached an agreement on their contract. Since Feb. 2 System Council and management representatives have met regularly. The recommendations by the Bylaws Committee were approved at the monthly meeting on March 12.

Elections for 1484.1 unit officers were scheduled at the monthly meeting on June 4; elections for the local officers and delegates to the 1991 International Convention are scheduled for June 14. Please exercise your privilege to vote in these elections.

Rosalind Burgin was appointed chief steward for Customer Service Depts.; Maria Froio was appointed as a new steward.

The local mourns the death of Connie Aversa and extends sympathy to her family and friends.

Hope to see you at the monthly meetings.

CHARLES BORELL, PRES.

# LARGE TURNOUT AT WORKSHOP

L.U. 1576 (u), LOWER ALLOWAYS CREEK, NJ—Plans for our annual picnic are in full swing. This event will be held at Capps Day Camp on Aug. 4. Information will be posted throughout the island on our bulletin boards. The local is running various fund-raisers to help defray the cost. Anyone interested in helping with fund-raisers or if you have some ideas, contact Steve Spiese in Hope Creek.

Fin Sec. Ray Huber is still home recuperating from surgery. Ray is coming along well, and we wish him well. We wish Bill Avery a speedy recovery and hope to see him back on the job real soon.

At the last Executive Board meeting, a workshop was held for shop stewards and union officers. There was a large turnout, and the local was pleased with the results. System Council U-2 Pres. Charles Wolfe and Bro. Chip Gerrity were in attendance and presided over the meeting. Many new shop stewards received instruction at the workshop.

The local's softball team has been organized, and Dee Robinson is hoping for another successful season. Please support the team.

BRUCE G. SMITH, P.S.

# SETTING THE RECORD STRAIGHT

L.U. 2104 (u), NIAGARA FALLS, NY—We hear so much about the super workers of Japan and Ger-



Local 2104, Niagara Falls, NY, Bros. Art Lee, Doug Mosher and Pres.-Bus. Mgr. Ed Lewis display appreciation plaque given to the local by Puerto Rican IBEW workers for their help in the Hurricane Hugo devastation.

many, and how we don't measure up to them. The U.S. Bureau of Labor Statistics has figures to refute that. According to the bureau the average German worker produced 86 percent as much as the typical U.S. worker during 1988. The Japanese worker produced 72 percent.

The report also stated that not only are we productive, but labor costs are decreasing while other countries have increasing costs. In the United States from 1985 to 1986, each item dropped .04 percent. Japanese and German costs rose 78 percent at the same time. The news isn't all good. The bureau indicated that from 1985 to 1988, the typical American worker gained 10 percent in wages and benefits. The rise was 23 percent in Great Britain and 13 percent in Japan and Germany. During this time American manufacturing workers lost .02 percent in buying power. In Germany and Japan it went up 12 percent. Over the past decade Japanese manufacturing workers' buying power rose 21 percent-in our country 0.5 per-

We're still the best workers in the world, but we're being treated like second-rate workers. A national policy under the hands of Ronald Reagan turned this nation into the world's largest debtor. If there's a debt to be paid, it's owed to our workers. Nobody's better than the IBEW.

WILLIAM M. PATERSON, P.S.

#### OFFICERS ANNOUNCED

L.U. 2166 (i&catv), FREDERICTON, N.B.—Our officers are Bus. Mgr. Dave Brown Jr., Pres. Kim McRae, Vice Pres. Robert Steen, Treas. Gerald McCurdy and Rec. Sec. Greg King. The E-Board members are Ken Jordan, Mike McLaughlin, Roland Vienneau, Chester Anglehart and Luc Chassé.

We're experiencing more work than ever. Over 300 travelers from all over Canada have come to work in our jurisdiction, mainly on the A-2 paper machine at Repap. It's the second major expansion there in four years. The A-3 is on the drawing boards. The future looks very bright for us with the 450-megawatt power plant being built in Belledune. We're expecting crews in late fall.

LUC CHASSÉ, P.S.

# SCHOLARSHIP ANNOUNCED

L.U. 2218 (uow), POUGHKEEPSIE, NY—The local's most recent scholarship winner is Stephanie Werskey, daughter of Veronica Relyea, a record control clerk and member of the local since 1970. Stephanie is in her junior year at Buffalo State College. She is majoring in graphic design and is interested in photography. Congratulations, Stephanie; keep up the good work.

Our annual scholarship winner is selected by a random drawing held at a general meeting during the summer months. Members' children or legal dependents are eligible for the drawing if they are going to attend college full time. For more information regarding this program, contact your shop steward.

Our general meetings are now being held at 5:30 p.m. on the second Thursday of each month at the American Legion Hall in Highland, NY. The time change was a result of our one-to-one membership survey. We urge all members to attend as often as possible.

HELGA IRIZARRY, P.S.

## UNDER FALSE PRETENSE

L.U. 2222 (t), BOSTON, MA—"When did we accept the mistaken notion that we can ask more and more of people while we treat them with less dignity and respect?" Those constructive words were spoken by former AT&T Chmn. James Olson.

Unfortunately with major corporations like AT&T and Nynex, they remain words. A once-historic agreement with AT&T in one year has become a recreant corporate plan which has made stockholders blithe and employees mourn. Since the ratification of this alleged agreement (which has produced a lot of interpretations by management), AT&T has put all of its efforts into cutting union jobs and increasing management. A company which produced the greatest invention of the computer age, the transistor, can no longer deal with a customer who wants a phone moved.

The president of New England Telephone once referred to his employees as the "company's greatest assets." His greatest assets are now driving down New England roads watching their work decimated by incompetent contractors which have become the backbone of New England Telephone's budget. These impostors have removed quality from the telephone dictionary and have put working conditions and safety into an extinct category which may never be used again. The only plus produced from this charade has been easier maintenance for our members. Whenever there is a major cable problem, the first question is, "Where are the contractors working?" It's sad with Japan breathing down our necks and buying half the country which corporate America won't remove the bottom-line concept and replace it with the dignity-and-respect concept.

MYLES CALVEY, B.M.

# TEAM CONCEPT IMPLEMENTED

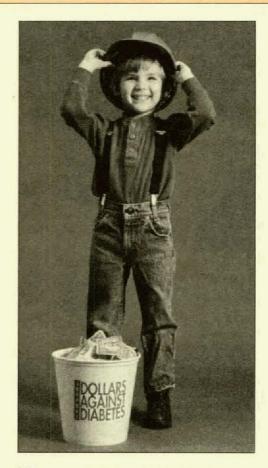
L.U. 2300 (em), NORTHGLENN, OH-Management of the AT&T plant,

where our members build PBX systems, has begun implementing the team concept. Teams have been formed in at least one area, and a plan for selecting and training team leaders is being developed. The company didn't notify the union of its plans, and management set up a meeting to discuss team concept only after a union inquiry.

We feel it's vital that officers, stewards and rank and file become educated about the negative aspects of team concept. It threatens jobs! It can be used to force assembly line workers to speed up the line. In many factories it has been used to pit worker against worker and department against department. We will be using the Labor Notes, "Choosing Sides: Unions and the Team Concept" as a resource.

The local is also challenging AT&T's policy of disciplining members for absences when they were hospitalized. The company is violating a contractual protection against discipline which was obtained in 1974 with which the company hasn't complied according to its intent.

RICHARD MYERS, P.S.



Every kid with diabetes gets a boost from D.A.D.

D.A.D.'s Day · Saturday, June 16, 1990

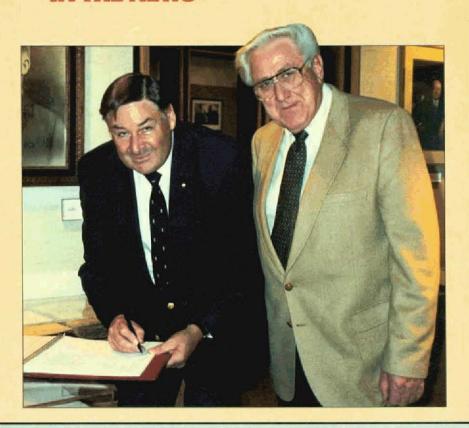
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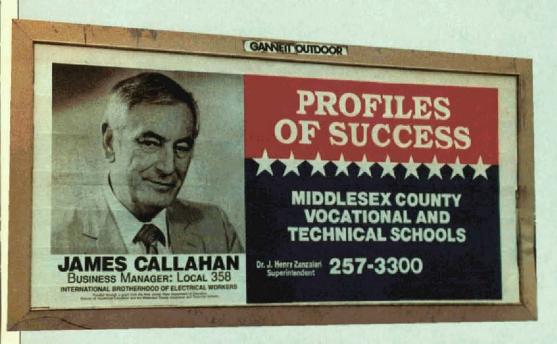
# IBEW MEMBERS IN THE NEWS

# Australian Electrical Contractor Visits I.O.

Mr. Geoff Lee, left, visits the IBEW Archives with International Secretary Jack Moore. Mr. Lee previously served as executive chairman of Electrical Equipment Ltd. with a 30-year career in the electrical contracting and engineering industry in Australia. Mr. Lee and Secretary Moore serve on the Board of Directors of Ramtron International based in Colorado Springs, Colorado.



# **Profile of Success**



Middlesex County Vocational and Technical
Schools have honored Local 358, Perth Amboy, New
Jersey, Business Manager
James J. Callahan by selecting him for their "Profiles of Success" campaign.
Billboards throughout the county display Brother Callahan's picture and identify his trade-union affiliation.
Congratulations, Brother Callahan.

# IBEW MEMBERS IN THE NEWS



# Retired International Vice President Receives Pin

International Secretary Jack Moore recently had the pleasure of presenting a 50-year membership pin to former Sixth District International Vice President Thomas E. Malone. Brother Malone served as Vice President from May 1, 1969, until his retirement on June 1, 1979.

Brother Malone was initiated into Local 17, Detroit, on May 8, 1940.

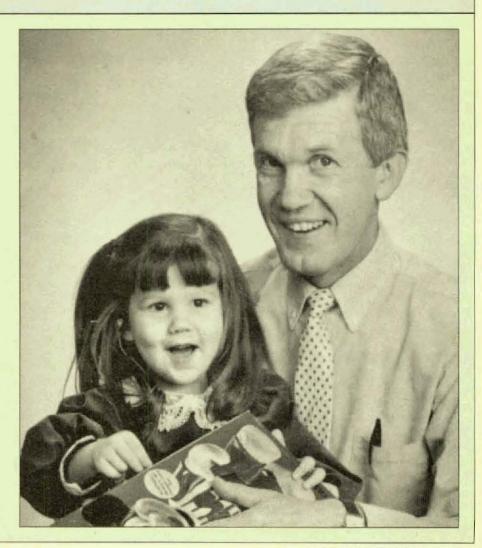
Secretary Moore, left, congratulates former Vice President Malone on his 50 years of IBEW service. He was very active in the local and was elected to the Executive Board prior to his election as business manager/financial secretary. In July 1960 he was appointed an International Representative with responsibility to service the locals in the Sixth District. Brother Malone is a veteran of World War II and the Korean War.

The officers and members congratulate Tom on achieving this milestone in his dedicated service to the Brotherhood.



# **Poster Child**

Local 141, Wheeling, West Virginia, journeyman wireman Patrick McDermott proudly announces the selection of his 4-year-old daughter, Emily, as poster child of the Ohio Valley Easter Seals Telethon. Shown here with John Domenick, anchorman for TV station WTRF, Channel 7, Emily is the granddaughter of James McDermott, now retired.



# Members' Honors Prove Disaster Can Strike Anytime

several Local 1055, Pensacola, Florida, members received the IBEW's highest award, the Life Saving Award, at a dinner attended by Fifth District International Vice President Dan Waters. Following are brief accounts of their heroic actions:

James A. Barnes, a meterman, investigating a crowd gathered in a convenience-store parking lot in Milton, saw a woman had collapsed. Although an ambulance arrived at about the same time, Brother Barnes assumed first-aid duties when one of the paramedics collapsed from a heart attack. Assisted by a bystander, James performed CPR on the paramedic until a deputy sheriff assumed the first-aid task. The paramedic was able to resume his rescue duties following a quadruple-bypass operation.

The Heimlich maneuver was the technique used by lineman Roger D. Swindle when a man in a restaurant was choking. After several attempts the piece of food was expelled, and the man was able to breathe again.

Electric serviceman John G. Daugherty performed one-person CPR on an elderly man who suffered a heart attack in a restaurant. Twice the victim's pulse returned and then stopped. Brother Daugherty continued CPR alone until paramedics arrived, when he continued giving compressions. For his lifesaving efforts that day, John has also received the American Red Cross's highest award and the Presidential Lifesaving Award.

♣ Erin Gunter is alive today because her father, utilityman Lee A. Gunter, knew how to perform the Heimlich maneuver on small children. Then 2-and-a-half, Erin choked on a piece of bologna. Lee picked her up, turned her over and gave her back blows. After three



blows her airway was cleared.

The value of pole-top rescue and CPR was demonstrated on the job by lineman Gene R. White and apprentice lineman David M. Byrd. They rescued lineman Yulee Cook from a bucket-truck's bucket and performed CPR for more than 10 minutes before Brother Cook regained a pulse and started breathing. There's no doubt their prompt actions saved Brother Cook's life.

Another electric serviceman, Daniel M. Edwards, was in church when an elderly lady suffered a heart attack. After checking her vital signs, Brother Edwards administered CPR, with assistance from another woman, until an ambulance arrived. His actions have inspired others to learn this vital first-aid technique.

Apprentice lineman Avery McCorvey accidentally contacted an energized 7,200-volt primary while repairing a downed neutral. The prompt actions of lineman Andrew D. Kent saved Brother McCorvey's life. Although he suffered deep burns on his hands from slapping out the flames on Brother McCorvey's clothes, Andrew is completely healed and back to work. Lineman McCorvey was severely burned and lost his left arm below the elbow. He is doing well for suffering such trauma, continuing to receive skin grafts and physical therapy.

These honored members should serve as examples to the rest of us—learn CPR and other first-aid techniques. The life of your tool buddy, co-worker, friend or family member could be at stake. And while you think about that, who could perform first aid on you, should you be stricken one day?

# TECH TALK

# Wireless Communication Part 1:

# The Creative Brilliance of Radio Broadcasting

mong the many inventions which revolutionized electronic technology was the discovery of electromagnetism, affording mankind the convenience of the telegraph, telephone, generators, alternators, oscillators, phonographs, etc. What encouraged man's experiments into these phenomena was, and is, his quest for knowledge and accomplishment and the tremendous benefits derived therefrom. Early pioneers, whose scientific curiosity made it all possible, created for us an enhanced lifestyle and left a legacy for scientific continuity. Not only must these past discoveries be remembered, but we must still face the challenge of a changing tomorrow—a tomorrow which will require extensive penetration into the untapped possibilities of electronic technology.

With these thoughts in mind, we look back into the historical beginnings of three of the many inventions discovered by imaginative people: radio, television and the phonograph. Prominent American and European scientists, experimenting with electromagnetic waves during the late 1800s and well into the 1900s, included such notables as James Clerk Maxwell, Heinrich Hertz, Guglielmo Marconi, Dr. Ernst F.W. Alexanderson, Lee De Forest and David Sarnoff.

# Electromagnetic Waves

Experimental proof of the utility of electromagnetic waves was initially conceived by James Clerk Maxwell (1831-1879), a Scottish physicist, at London University in 1864. Maxwell's research and discoveries centered around his use of

available data on the strengths of electrical and magnetic forces. He calculated that the employment of alternate electric and magnetic fields, propagating through space at high velocity, would create electromagnetic waves traveling at 193,088 miles per second, Maxwell's theory, expressed in mathematical equations, concluded that some transverse (crosswise) wavelengths within electric and magnetic fields have certain frequencies and that similar waves having a variety of different frequencies could be created and manipulated.

The frequency of an electromagnetic wave is equal to the number of cycles per second. Frequencies for a radio wave may range from a low of about 15,000 cycles per second to a high of about 300 billion cps. Maxwell's theory also made it possible to calculate how radio waves would diffract around the curvate nature of the Earth's surface.

Maxwell's work inspired German

scientist Heinrich Hertz (1857-1894) to further experiment with this theory. Hertz was the first to confirm the actual existence of electromagnetic radiation by his use of oscillatory (periodic) radiating circuits to show that electromagnetic waves traveled through the air at the speed of light. He attempted to prove a circuit containing inductance-capacitance would produce a voltage which reversed at least once when the circuit was excited.

Hertz assembled a battery-operated induction coil connected to a spark gap. The spark gap consisted of two metal spheres connected to two parallel metal rods, each about 3 feet long. With a sheet-metal reflector behind them, the rods served as an antenna. Several quick voltage pulses per second produced by the induction coil caused a spark discharge at the gap. This discharge was responsible for a diminished oscillatory current, as the maximum current output of the spheres and rods dis-

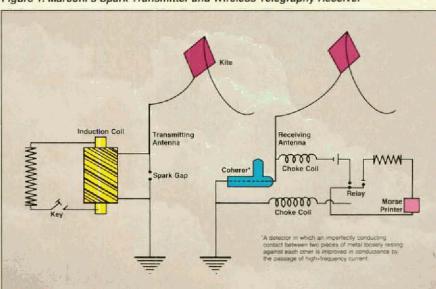


Figure 1. Marconi's Spark Transmitter and Wireless Telegraphy Receiver

charged through the inductance of the antenna and spark gap. Hertz's receiver is described by the Encyclopedia Americana as "a long, thin metal rod, bent to form a ring with a gap a few thousandths of an inch between the ends of the rod." The appearance of sparks across the gap in the receiver ring revealed electromagnetic wave radiation from the transmitter across a 20-foot span. Hertz's work on electromagnetic waves instigated a base for radio. wireless telegraphy and television. A chronicle of Hertz's discoveries and procedures was recorded in 1894 by Augusto Righi, a professor at the University of Bologna.

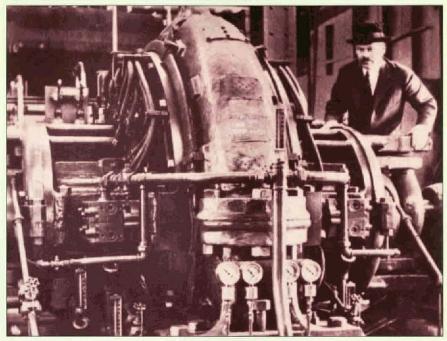
### Era of Radio Is Born

Guglielmo Marconi (1874-1937) read about Hertz's experiments and contacted Righi at the university. Righi assisted Marconi with a modified assembly of a transmitter spark circuit and a receiver unit based on Hertz's designs (Figure 1). Eventually, Marconi was successful in sending messages more than a mile away. His work on the spark transmitter resulted in the birth of a radio transmitting and receiving station, initiating the era of radio.

Marconi was responsible for installing the world's first commercial radio service in 1898, via the spark wireless telegraph. Through his newly formed company, Wireless Telegraph and Signal Company, in 1896 Marconi acquired his first customer, Lloyds of London. Lloyds installed transmitters on an island 7.5 miles off the Irish coast and utilized the Morse Code to transmit messages to receivers on the mainland.

Realizing the operating frequency and the condition of the ionospheric (atmospheric) layer affect the success of long-distance communication, Marconi adjusted the size and height of his antenna. He discovered

Figure 2. Dr. Ernst F.W. Alexanderson with his generator.



Courtesy of General Elec

the larger the antenna, the lower the frequency. This theory led to lower frequencies transmitted over longer distances—a popular trend of distinguished radio technology from the early 1900s to the mid-1920s.

Despite previous experiments conducted by other scientists on wireless telegraphy and electromagnetic waves. Marconi was considered the pioneer of wireless telegraphy. His experiments continued to evolve around wireless telegraphy. Years later, he established the first regular commercial transatlantic wireless telegraphic service between Ireland and Nova Scotia. A wireless station was also set up in New Brunswick, New Jersey.

### **Using Alternators**

During the period of radio-wave research and the publicity generated by Marconi's success with the wireless telegraph, a new idea—using the alternator—was discovered by Dr. Ernst Frederik Werner Alexanderson (1878-1975). This method rendered

obsolete the spark set generator initially used. Dr. Alexanderson participated in the design of various alternators and finally, in 1907, developed an immensely improved model of an alternating-current generator. It became widely known as "Alexanderson's Alternator." His inventions gained eminence throughout the world of wireless communication (Figure 2).

In 1917 Dr. Alexanderson built a specially designed 50-kilowatt alternator for Marconi's wireless station at New Brunswick, New Jersey. Rapidly moving technology prompted the installation of a larger, 200-kw alternator. In 1918 President Woodrow Wilson transmitted the famous "Fourteen Points" ultimatum directly to the German people from the New Brunswick station—resulting in the Germans' request for an armistice.

As chief engineer of the newly formed Radio Corporation of America, Dr. Alexanderson coordinated the installation of radio transmitting and receiving stations worldwide. He

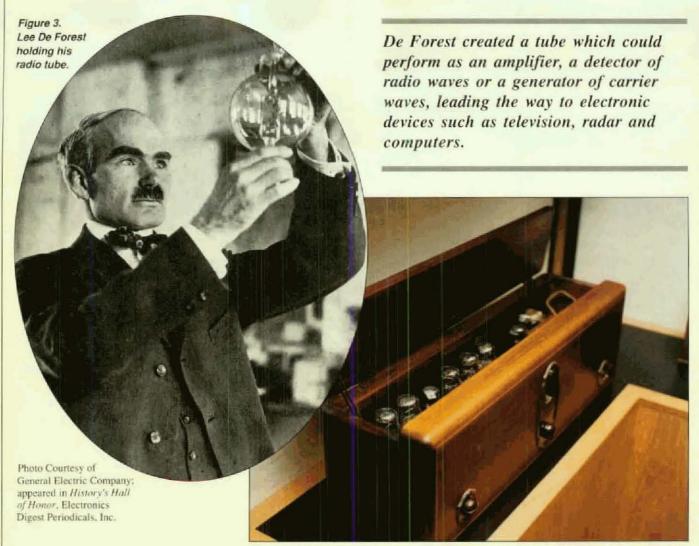


Figure 4. The RCA Radiola, circa 1925, which sits in the IBEW Archives.

was also responsible for the research and development work which produced the first TV broadcast over station WGY in Schenectady, New York, in 1930.

### Additional Improvements

Scientist Lee De Forest (1873-1961) introduced the three-element vacuum radio tube in 1906. His tube, called "The Audion," was the forerunner of the modern radio tube (Figure 3). De Forest created a tube which could perform as an amplifier, a detector of radio waves or a generator of carrier waves, leading the way to electronic devices such as television, radar and computers. He also invented the first practical radiotelephone and electric sound on film, which made "talking" motion pictures possible.

The original concept of publicservice broadcasting was credited to Brigadier General David Sarnoff (1891-1971), who served as assistant traffic manager of the Marconi Wireless Telegraph Company of America. Sarnoff proposed the concept of a receiver, which he described as a "radio music box, supplied with amplifying tubes and a loudspeaker telephone mounted in one box." He envisioned each home across America equipped with a radio music box and simultaneously tuned in to news, information and entertainment at the flick of a switch. In 1920 Sarnoff, who was then commercial manager of RCA, oversaw the manufacture and sales of radio music boxes (Figure 4). The U.S. Department of Commerce licensed 32 radio-broadcasting stations in 1921; and by the end of 1924, the number had grown to 583. In 1926 Sarnoff organized the National Broadcasting Company to expand the usefulness of, and public interest in, broadcasting. He later played a major role in the development of TV.

The technology of radio transmis-

sion focuses first on ground-wave transmission along the surface of the Earth; this occurs at frequencies below 30 megahertz, where the waves are directed horizontally and tend to follow the curvature of the Earth. Second, technology has developed sky waves, waves which are directed downward from the ionosphere to a distant receiving antenna. Third, direct-line transmission from the transmitter to the receiver was developed. Radio waves in the "line of sight" tend to follow straight paths (Figure 5). However, varied atmospheric conditions cause random changes in these three generalizations-a situation which calls for a more sophisticated system of transmission.

Radiotelephony technology utilized electromagnetic waves on a carrier wave. A carrier wave is varied by an electrical signal—the information to be transmitted. Telegraphic information is sent and received over electromagnetic waves utilizing the Morse Code and voice messages.

Transatlantic wireless messages were being developed around 1901, followed by the development of ship communications. Mandatory legislation requiring a 24-hour radio watch on certain classes of ships followed the tragic sinking of the ocean liner *Titanic* in 1912. By 1918 more than 5,000 ships were equipped with wireless telegraphy. Transoceanic radiotelephony was accomplished by 1915. The first shortwave radiotelephone line, using a frequency of 20 MHz, was operated between London and Birmingham, England, in 1920.

Radiotelephony technology was born through the inventive genius and countless contributions made by early inventors from many nations. These early achievements have had a significant impact on the communications industry and have facilitated the success of scientific progress.

["Part II: Wireless Communication" will be featured in a future article. The technological-history series continues next month.]

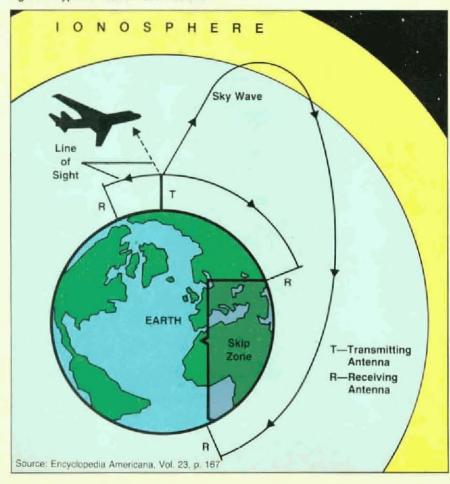
### IBEW Keeps Pace With Advancing Technology

During the tremendous expansion of radio broadcasting, the IBEW has maintained pace with the communications industry, IBEW's involvement in broadcasting goes back to the mid-1920s. The Brotherhood organized the industry's employees nationally to secure fair and equitable compensation for the workers. In 1940 IBEW electricians manned more than 200 radio stations and networks, one of which was the Columbia Broadcasting System.

The Broadcasting and Recording Department was formed in 1951. One of the important services this department performed then (and performs now) is the monitoring of proposed congressional legislation and the regulations affecting the broadcasting industry set down by the Federal Communications Commission.

From 1960 to 1973 the IBEW entered the cable-television field, appliance services, and the taping and live broadcasting of TV programs. As broadcasting and recording technology progresses, the IBEW stands first in servicing North America's advanced electrical requirements.

Figure 5. Types of Radio Transmissions



### **EDUCATION** UPDATE

# OVER 8,000 STEWARDS TRAINED

Sixth District International Representative Pat Curley awards the Certificate of Completion to William Wright, a Local 1048, Indianapolis, Indiana, steward.

# A Year Old and Just

he "fledgling" IBEW Education Program is celebrating its first birthday-and the numbers are in: 51 International Representatives received instruction in the Steward Training Program; they, in turn, have taught more than 8,000 stewards in the Industrial and Construction Branches of the Brotherhood. While the steward program is just one of more than 14 different courses developed in the last year by the Education Program, it is the one course which has reached the most members.

The IBEW is indeed fortunate to have members who are not only competent, professional electrical workers, but who actively participate in the collective agreement process and are willing

to continuously improve their skills as workers and their knowledge of unionism. Most stewards attend the training program on their free days, usually a Saturday or Sunday; and for the most part they would like the training to be longer!

While the Education Program's staff has tried to present only topquality programs, as mandated by International President J.J. Barry, the steward program's success is in large measure due to three factors: the commitment of the International Representatives who teach it, the cooperation of the business managers, and the enthusiasm and dedication of the

fact.

I have been a steward I learned something I stewards. In -IBEW Steward



Clockwise, members of the Industrial Steward Training Development Team, which put together the first course the program offered, the Industrial Steward Training Program: Marjorie Lucas, Education Program secretary; International Representatives Doug Wiegand and Jon Gardner; Executive Assistant to the International President Tom Hickman: Katie Fiora, Research and Economics Department analyst; Education Coordinator Marty Letsinger; International Representatives Orley Welker, Clarence Young and Kermit Dacus; and Janet Spinner, Research and Economics Department secretary. (Not shown is Angie Romano.)

# **Getting Started!**

This is definitely a step union stewards. Veep it up!

the program will be training 30 more International Representatives in July to teach the steward program in order to cope with the constant requests for the course from the locals.

President Barry recently expressed his pleasure at the accomplishments of the year-old Education Program: "[It] has had an incredible year! Maintaining a hectic schedule and an enthusiastic determination, it has developed and implemented several first-rate courses. I am proud of these accomplishments, and I commend the program's staff and all those who have participated as instructors and as students. Education is our future, and the enthusiasm with which this program has been embraced tells me our future looks bright indeed!"

Congratulations to the Education Program!



Local 1985, North Canton, Ohio, Stewards Joe Chevraux, left, and Rich Riese. Brother Chevraux: "Originally I begrudgingly gave up my Saturday for what I assumed might be a long-drawn-out meeting. I was very pleasantly surprised at the presentation itself and the amount of useful information supplied to me."



From left, Local 1985 Chief Steward Dan Mareno, Vice President Steve Lemos, Steward Dave Burnside, President/Business Manager Jim Repace and Executive Board member Jay Wilhelm. Brother Mareno: "I was looking forward to the program and knew it would be beneficial to our stewards. The design of the program, as well as the presentation by Fourth District International Representative Thomas Cook, exceeded all my expectations."



### **NJATC Annual Meeting**

he industrywide instructor training institute scheduled for this summer was one of the major topics discussed during the 1990 meeting of the National Joint Apprenticeship and Training Committee for the Electrical Contracting Industry in March. The committee announced the availability of the new

series of videotapes on instructor training and the new booklet "Basic Ideas for Electrical Instructors."

Another major topic discussed was using the new video "Occupation—Union Electrician" and the four-color brochure to recruit applicants. These materials are provided to help locals, chapters and

JATCs promote the industry. Committee data show another record year (the third in a row) for journeymen in training (approximately 21,000 in 1989). Courses available for use in local areas now number more than 30.



Attending the NJATC Annual Meeting were, seated, from left, Herb Prestidge, Anton Klingler, NJATC Secretary Robert W. Dunleavy, IBEW International President and NJATC Co-Chairman J.J. Barry, NJATC Director A.J. Pearson, NJATC Co-Chairman Morton D. Hoffman, NJATC Treasurer Geary M. Higgins, and NECA Executive Vice President John Grau. Standing, James L. Boyd, Fred J. Smith, Kenneth Leech, Jack Zorn, Michael H. Reed, John Coleman, Jim Reeves, Robert Egizii, Andrew R. Dahlman, Richard W. MacFarlane, Ken Edwards, Ronald E. Smallwood, Don Herzog, B.J. Lowery, Theo W. Thomson, Bruce Baxter, Robert M. Chessler and Howard E. Schier Jr.



### Gilbert G. Bateman Appointed Director of the Government Employees Department

nternational President J.J. Barry has appointed International Representative Gilbert G. Bateman to the position of Director of the Government Employees Department effective April 1, 1990. Brother Bateman replaces George Knaly whose retirement became effective on April 1, 1990.

Born in Washington, D.C., Gil was initiated into Local 916, Charleston, South Carolina, in 1968 and was reinitiated into Local 2301, Charleston, in 1970. During the years 1970 to 1973, he served his local as a financial secretary and served on the Grievance and Organizing Committees. In addition to his many duties with the local, Brother Bate-

man served as a delegate to the Metal Trades Council of Charleston; and he continues to serve on both the Federal Prevailing Rate Advisory Committee and the Department of Defense Wage Board.

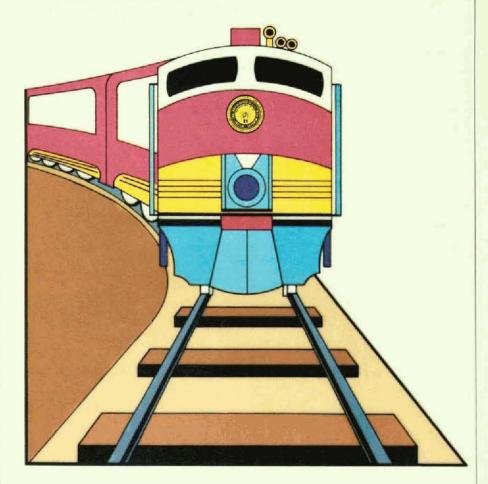
On August 1, 1973, Brother Bateman was appointed an International Representative and assigned to the International Office, where he assisted in various matters concerning government employees. Gil and his wife, Rita, have three daughters and one grandson. The Brotherhood extends the best to Gil and wishes him every success as he assumes the duties of his new position.

### NewsRail

### Does It Pay To Belong to A Union?

or an answer to the above question, read the following recent arbitration decisions involving IBEW members in the Tenth District. Then decide whether it pays to be a union member.

- In a dispute with the Chicago & Transportation North Western Company, the union was successful in securing an award in the amount of \$17,377.98 for a member who was required to move from one work location to another. The railroad requested the Interstate Commerce Commission disallow \$7,876.46 of the award, claiming the board exceeded its jurisdiction in allowing mortgage interest of \$3,652.44; moving expenses of \$1,001.52; interest penalty of \$1,324.02; and real-estate commission fee of \$2,400. The case was argued before the ICC; the union position prevailed, and the claimant was paid in full.
- Against Southern Railway the Union was successful in securing Award No. 13 of Special Board of Adjustment No. 597 in the amount of \$91,540.71 on behalf of 11 members. They were wrongfully furloughed at Chattanooga, Tennessee, due to a "technological change"; also, the carrier failed to post the required notice. All claimants were recalled to the carrier's service; and in addition to their appropriate back pay, they received five-year protection guarantees. The "technological change" in this dispute as found by the board was the introduction of the on-board microprocessor computer, which was certainly the result of scientific research and definitely had a direct impact upon the work force and/or a



direct impact on the reduction of earnings,

- An award was secured on behalf of a member employed by Portland Terminal Railroad Company pursuant to Appendix C-1 Protective Conditions, Case No. 1, in the amount of \$88,328.33. The member also received a six-year protective guarantee due to his being adversely affected as a result of the discontinuance of inner-city rail and passenger service as defined in Public Law 91-518, as amended by Public Law 92-316 (Section 7).
- In a dispute with Chicago & North Western Transportation Company, Special Board of Adjustment No. 570 rendered Award No. 894 in favor of four IBEW members who were adversely affected by the transfer of their work. The award totaled \$156,534.63 and five years of protective guarantees.

Another dispute with C&NW resulted in Award No. 709 by Special Board of Adjustment No. 570, which originally denied the claim of three members, based on data and arguments not submitted on the property in accordance with Section 11 of the agreement. The union petitioned the U.S. District Court to review Award 709. In its review, the court granted the union motion for summary judgment to have the award set aside and directed the board to hear the case anew.

Upon rehearing the case, the board reissued the award, which was sustained on behalf of the members, for back pay and benefits including their protective guarantees.

These cases represent a sampling of disputes involving IBEW members which have been fought by, and won by, the union. But we believe you get the idea. So, do you think it pays to be a union member?

### SAFETY AND HEALTH TIPS

### Racewalking: Stepping Up the Pace









[Editor's Note: Since walking has become a preferred exercise routine, the Safety and Health Department presents this reprinted article for the members' information.]

f you're one of the millions now walking a brisk mile or two a day for pleasure and health, you may occasionally be left in the dust by someone speeding along like Roadrunner-hips swinging and arms pumping and feet barely skimming the ground. A racewalker, by gosh; and he certainly did look funny (just as joggers caused onlookers to laugh 15 years ago). Walking isn't merely locomotion, but an activity with several potential variations, including walking at the Olympic level. In 1983 the world record for a mile walk was set by American Ray Sharp: five minutes, 46 seconds. It takes the average person about three times as long to walk a mile.

Though you may not expect to set an Olympic record, racewalking offers many benefits to the walker who's gotten into good shape and is ready for a challenge. Racewalking can burn as many calories per hour as running, but with much less risk of injury. It's not an expensive

sport: All you really need, besides clothing that suits the weather, is an adequate pair of shoes (see box). It's fun to racewalk alone or with a friend, competitively or just for company. And a companion can be very useful for checking your posture and form for you when you're learning to racewalk.

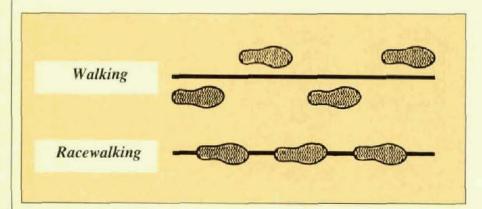
### The "Rushing Chicken" Gait

The object of racewalking is to move your body ahead as quickly as possible (without running) and to avoid the up/down motions of regular walking. That's the point of the forward-thrusting hip-swivel, which is meant to propel you more efficiently than the normal side-toside swing of the hips. Here's how to start:

- Think of racewalking as walking a tightrope. In normal walking, your feet make parallel tracks: but in racewalking, you must try to put one foot down in front of the other, almost in a straight line. Because of anatomical differences this form may not be completely achievable for everyone, but come as close to it as you can.

Though you may not expect to set an Olympic record, racewalking offers many benefits to the walker who's gotten into good shape and is ready for a challenge. Racewalking can burn as many calories per hour as running, but with much less risk of injury.

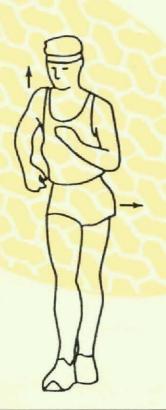
- Swing your hip forward as you step forwardit's the hips and legs that act as the propulsive force.
- Keep your feet close to the ground, with no wasted motion. Each foot should strike the ground solidly on the back of the heel with toes pointed up slightly. Two rules of competitive racewalking are that one foot must always be on the ground, and your legs must be straight at one point in the cycle.
- Use long strides. Your motion should be fluid, efficient and smooth.
- Keep your torso, shoulders and neck relaxed and your head in line with your back. Don't bend from the waist-this can lead to back strain. Some racewalkers





angle their whole body slightly forward from the ankles.

- Bend your arms at a 90-degree angle, and keep your wrists straight. With the motion coming from the shoulder, not the elbow, pump your arms rhythmically with your leg motion. When you pump back, your hand should come about 6 inches behind the hip: while on the swing forward the wrist should be near the center of your chest. Keep your hands above your hips. The vigorous arm pumping counterbalances your leg/hip motion, allows for a quick pace and provides a good workout for your upper body.



### Get into the Swing

Since technique is important in racewalking, you will need practice. If there's an experienced racewalker around who can give you pointers, so much the better. Start with leg movement first, build up some speed and then incorporate the arm motions. See what a difference it makes to have your arms in the proper 90-degree-angle position instead of hanging at your sides. Your pace should quicken automatically as you learn to use your arms. Start slowly, walking for 20 to 30 minutes and increasing your pace gradually. Try interval walking-that is, racewalk for a few minutes, then do normal brisk walking. If you're concerned about getting aerobic benefits, pause occasionally to check your heart rate.

### **Avoiding Injury**

Racewalking is not as hard on the body as running; but your shin muscles get much the same kind of workout, and most beginning racewalkers experience some shin soreness. To minimize this, try these exercises indoors:

 To build up the muscles in the shins, walk back and forth across a room on your

 In a sitting position or standing (balanced on one foot), rotate your raised foot clockwise and counterclockwise in large circles several times. This works shin and calf muscles.

- For hip flexibility walk a straight line, practicing hip movement. Exaggerate the movement by walking crisscross over the imaginary line.
- Warm up and stretch before racewalking; cool down and stretch afterwards.

### Sole Mates

If you already have running shoes (or any pair of walking shoes you like), you can try racewalking in them and see how you do. Ideally, your racewalking shoe should have the qualities indicated below:

- adequate cushioning to absorb repeated shocks;
- a flexible, round-edged sole to accommodate the rocking motion of walking, as opposed to the flared-edged sole of running shoes;
- a low back tab to reduce pressure on heel tendons and a reinforced heel counter;
- a perforated upper to cool the foot.

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### RESEARCH AND ECONOMICS

## A Critical Look at The U.S. Electronics Industry In the 1990s

A strong domestic electronics industry is essential to a strong domestic economy; yet, the 1990s do not bode well for our consumer electronics industry, nor for other vital industries so closely allied through electronics.

### The Consumer Electronics Industry

he past decade, for the most part, wrote an end to American-manufactured, electronic consumer goods. Foreign countries have become surplus exporters to our nation, while U.S.-based multinational corporations have moved their operations to foreign countries. As a result, we have high unemployment and underemployment in the United States, the underutilization of domestic plants and equipment, a lack of domestic investment, the export of American know-how and technology, profit maximization by multinational corporations, and ever-increasing unfair trade practices that are never resolved by our government.

The consumer electronics industry has not suffered alone. Closely allied industries, particularly the semiconductor, telecommunications and HDTV industries, are following in the wake of the consumer electronics industry or are seriously threatened.

### The Semiconductor Industry

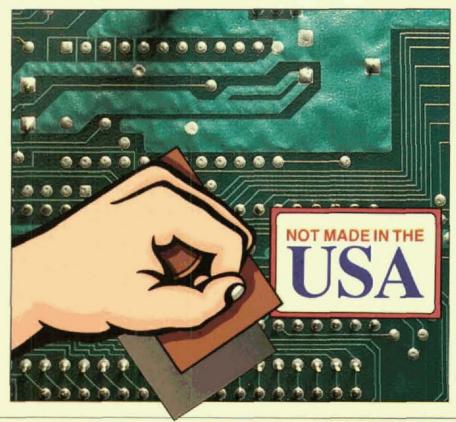
The semiconductor (silicon-chip) industry in the United States consists of approximately 100 firms, the largest 20 of which produce 80 percent of the industry's output. Some of these firms produce largely for their own

use. This American-born industry, created by 100-percent-American inventions, revitalized America's industrial might and buoyed America's industrial leadership. The United States was the undisputed world leader in this technology. There was no foreign competition; there was no outside force compelling the movement of this industry from domestic locations.

Foreign competition in the semi-

conductor industry came about largely because of: 1) the greed of U.S. corporations, which moved plants to foreign countries to avoid paying American workers a fair wage and to exploit foreign workers through low wages and poor working conditions; 2) misdirected U.S. tax and tariff policies, such as the law that allows payment of tariff only on the value added in the foreign plant on products returned to this country; and 3) opportunism and targeting by foreign countries, principally Japan.

In 1970 American industry had 89 percent of the U.S. market for semi-conductors; by 1987 that share had dropped to 64 percent. Today the U.S. semiconductor market is being taken over by the Japanese as a result of U.S. firms' selling them the technology, production and test equipment; the closed Japanese domestic market; Japanese government/industry combines and subsidies; and targeting of the U.S. domestic market.



### The Telecommunications Industry

The telecommunications industry, which incorporates the latest in electronic technology, makes a tremendous contribution to our economy and the economy of the world. The industry experienced rapid growth in the 1980s; but hundreds of thousands of workers experienced layoffs, contraction and fear. Job losses impacted adversely on the U.S. economy.

The U.S. telecommunications industry has been and continues to be on the leading edge of technology, but we are unable to develop export markets for the equipment we produce. On the other hand, the U.S. market is open to the firms of foreign countries; and imports have been increasing substantially.

Japan is the largest exporter of telecommunications equipment to the United States. Even though the United States has an agreement with Japan to open the Japanese market to U.S. exports of telecommunications equipment, it is evident that the U.S. industry is not being afforded fair and equitable market opportunities in Japan, which maintained a better-than-20-to-1 trade-flow advantage in the 1980s. What is true for Japan and its closed communications market is also true for the countries of western Europe.

What should be done so that workers can enjoy their fair share of the economic benefits accruing from the growth of the telecommunications industry? The solution is threefold:

1) the surge of imports must be curbed by bringing reciprocity to trade in telecommunications products;

2) U.S. corporations must demonstrate more loyalty to the U.S. economy and to U.S. workers; and 3) the U.S. government must change its international trade policy to reflect the world as it is. Given current con-

#### CONSUMER PRICE INDEX

Month	Year	UNITED STATES CPI-W (1982-84 = 100)	CANADA CPI (1981 = 100)
March	1990	127.1	156.3
February	1990	126.4	155.8
March	1989	120.8	148.5

U.S. CPI-W increased 0.7 index points during the last month or 0.6%. The increase during the past year was 6.3 index points or 5.2%.

Canada CPI increased 0.5 index points during the last month or 0.3%. The increase during the past year was 7.8 index points or 5.3%.

Sources: U.S. Department of Labor, Bureau of Labor Statistics Statistics Canada

Prepared by: IBEW Research and Economics Department, April 1990

ditions, no relief and no end to these problems are anticipated for the 1990s.

### The HDTV Industry

High-definition television is a generation of TV sets that provides images as sharp and detailed as movie images. It is a fundamental technology that will have an impact on all key electronics and communications industries and can be the lifeblood of current and future technologies.

HDTV could be a \$25-billion industry by the turn of the century. For American workers it could mean many more jobs in the broadcasting. manufacturing, construction and maintenance, telephone, cable, and associated industries. U.S. development of this industry would provide an excellent chance for our nation to recapture part of the electronics market it has lost. However, our nation has not given HDTV the priority it deserves. Meanwhile, Japan and Europe have gotten off to a head start, which could lead to foreign domination of the HDTV industry. If all of the high technology associated with HDTV were to be dominated by others, our nation could lose more of its manufacturing capability and its markets while further compromising the telecommunications and supercomputer competitive edge it once had. We could face an annual trade deficit of more than \$225 billion in electronics (HDTV receivers, VCRs, personal computers, semiconductors and automated manufacturing equipment) and lose more than two million jobs a year by the year 2010.

It is essential that our government take a leadership role in the development of this industry to guarantee that it is licensed and put into production in this country where it will provide jobs for American workers. It is vital that the government, labor and the business community work together to ensure that the HDTV industry in America provides a strong economy and a strong defense.

### Conclusion

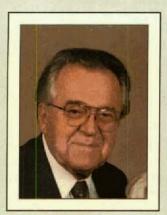
It is painfully obvious that this decade does not hold promise for America's consumer electronics industry, the semiconductor industry, the telecommunications industry and the HDTV industry.

In order to bring about a favorable change, American firms need to make a commitment to base all their production facilities in the United States. They also should have the opportunity to sell in all other countries with which we maintain trade relations, just as those countries have opportunities to sell to us. The opening of foreign markets to all U.S. electronics-related industries must be accompanied to the tune of sales:

- \* sales that will contribute strongly to reducing our trade deficit and
- \* sales that mean more jobs for American workers.

Otherwise, the United States must restrict access to its market until such time as other countries are willing to open their markets in a meaningful way. How many bad experiences must the United States have before deciding to do something about it?

### **IBEW Mourns Retired International Representatives**



The IBEW announces with deep regret and sorrow the passing of retired International Representative Frank W. Adams on March 25. Brother Adams was born on January 13, 1913, in Woodson, Virginia, and initiated into Local 80, Norfolk, Virginia, on February 26, 1942. Frank was reinitiated into Local 1340, Newport News, Virginia, where he served as business manager, financial secretary, president and a member of the Executive Board.

On April 1, 1951, Brother Adams was appointed an International Representative and assigned to the Fourth District. As an International Representative, he worked on numerous organizing campaigns and serviced the locals throughout the

district until his retirement on March 31, 1976.

Frank enjoyed gardening and home decorating. Very active in civic affairs, he belonged to the Marshal Lodge No. 39 and Thomas J. Traylor Lodge No. 0348, Masons; the Scottish Rite; the Kazim Temple, Roanoke and Lynchburg Shriners; and the Retreads Motorcycle Club International. He served as a deacon at the Rivermont Avenue Baptist Church and was chairman of its Finance Committee.

He is survived by his wife, Myrtle; one son, Frank Jr.; one daughter, Shelby Jean; and one stepson, Noel Simpson. The entire Brotherhood extends its condolences to his family and friends upon this sorrowful occasion.



With sympathy and regret the Brotherhood announces the passing of retired International Representative Harold A. Baker on March 23.

Born on July 28, 1911, in Des Moines, Iowa, Brother Baker was initiated into Local 347, Des Moines, on October 6, 1933. Harold was appointed business manager-financial secretary, serving from October 1952 to March 15, 1963. During this time he negotiated one of the first health-insurance plans in the nation for construction workers. He served several terms as a member of the Executive Board and the Negotiation Committee.

Brother Baker was president of the Des Moines Building and Construction Trades Council and served on the Democratic Committee. Following his appointment as International Representative on March 15, 1963, he was assigned to the Eleventh District staff, where he serviced the locals and skillfully performed his duties to the IBEW. One of his most satisfying accomplishments was the establishment of reciprocity of health-insurance benefits throughout the Eleventh District. He retired from the staff in 1976 and received a 50-year membership pin in 1983.

In his leisure time Harold enjoyed gardening and was a member of the Masons; he is survived by his wife, Zola. The IBEW extends its sincere sympathy to Brother Baker's family and friends.

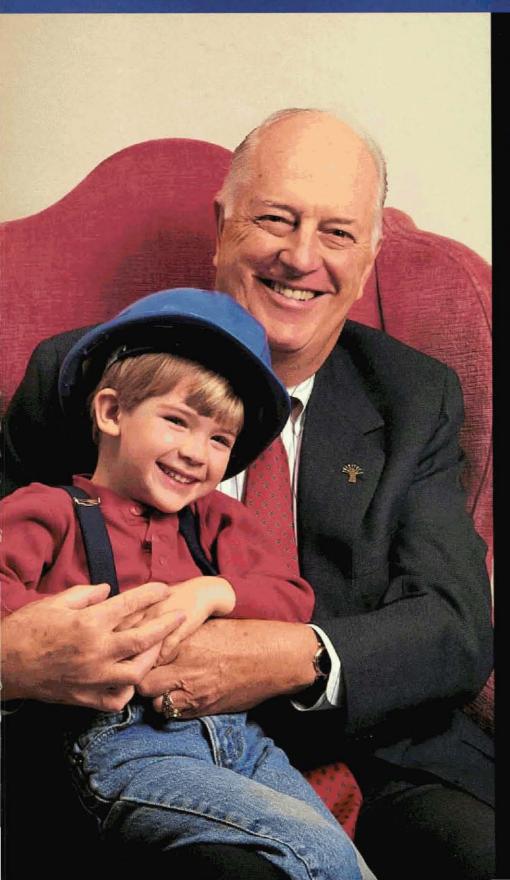
### IN MEMORIAM

### EWBA Death Claims Approved for Payment in March 1990

Local	Surname Amount	Local	Surname Ame	int Local	Surname Amount	Local	Surname	Amount
2	Wyllen, W. E	Pens. (3)	Gallitto, J. A. 2,400		Kener, A. J 2,400.00	Pens. (160)	Vincent, 0.	2,400.00
3	Blust, E. C. 2,400.00	Pens. (3)	Hayes, D. F 2,400	12-1 20TOTO 10TO 1	Moore, G. E 2,400.00	Pens. (164)		
3	Kokesh, M. A	Pens. (3)	Juliano, M. A. 2,400		Sidwell, R. H 2,400.00	Pens. (165)	Behnke, R. E.	2.400.00
11	Leavy, A	Pens (3)	Lazar, I. 2.400	Control of the contro	Devine, J. 2,400 00	Pens (175)	Cline, W. R.	2,400.00
	Hauser, A. W. 2,400.00	Pens. (3)	Magid, M. 2,400		Drest, S. J. 2,400.00	Pens. (175)	Mathis Jr., W. L.	2,400.00
26 38	Righter, J. R. 2,400.00	Pens. (3)	Maier, J. G. 2,400		Schenhoff, E. B 2,400.00	Pens. (175)		
57	Melnik, G	Pens. (3)	Moran Jr., J. E. 2,400	The state of the s	North, H. L. 2,400.00	Pens. (177)	Bius, J.	2,400.00
59	Cave, J. E	Pens. (3)	Nyitray, J. A. 2,400		Brietzke, G. F 2,400.00	Pens. (180)		
73	McIlvain, V. C 2,400.00	Pens. (3)	Posner, J 2,400		Gore, R. T 2,400.00	Pens. (183)	Posey, C. V.	2,400.00
	Markley, F. L. 2,400.00	Pens. (3)	Schwartz, M. 2,400		Miller, L. R 2,400.00	Pens (184)	Hale, F. B.	2,400.00
77	Humphreys, D. R. 2,400.00	Pens. (3)	Swensen, A 2,400		Rider, R. L. 2,400.00	Pens. (202)	Bogardus, H. L.	2,400.00
77	Therrien, A 2,400.00	Pens. (3)	Verdecanna, P. 2,400		Ross, C. H 2,400.00	Pens. (211)		
110	Berosik, A. 416.67	Pens. (3)	Viverito, C. W 2,400		Cooper, F 2,400.00	Pens. (213)	Dennis, E. M.	2,400.00
110	Putz, J. E 2,400.00	Pens. (5)	Flanigan, R. C 2,400		Kvam, W. H 2,400.00	Pens. (213)		
124	Garten, W. P 2,400.00	Pens. (6)	Butte, J. A. 2,400		Pownall, E. E 2,400.00	Pens. (217)		
134	Daleske, D. J 2,400.00	Pens. (6)	Casaleggio, L. 2,400	00 Pens (77)	Huff, J. W. 2,400.00	Pens. (229)		
134	Laughlin, J. T 2.400.00	Pens. (6)	Conte, W. C. 2,400		Klingele, L. P. 2,400 00	Pens. (230)		
134	Szymaniak, E. 2,400.00	Pens. (6)	Dorr, C. V 2,400	00 Pens (77)	Perry, H. J. 2,400.00	Pens. (245)		
134	Vastalo, F. P 2,400.00	Pens. (6)	Holzinger, C. G. 2,400	00 Pens (77)	Smith, K. E. 2,400.00	Pens. (245)		
134	Kelliher Jr., M. J 2,400.00	Pens. (6)	O'Connor Jr., M. 2,400		Tourdet, L. D. 2.400.00	Pens. (257)		
146	Stuhlmann, F. V 2,400.00	Pens. (6)	Wintebauer, T. T. 2,400		Carraway, W. C. 2.400.00			
175	Mathis, C. 2,400.00	Pens. (7)	Cuvellier, R. R. 2,400			Pens. (258)	Fox Jr., C. H.	2,400.00
193	Castles, G. T. 2,400.00	Pens. (8)	Boden, V. C 2,400			Pens. (263)		
292	Kimm, D. J. 2,400.00	Pens. (8)	Harrington, F. H. 2,400		Kaseman, F. G 2,400.00	Pens. (266)		
292	Leonard, S. C. 2,400.00	100 Telescope 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			Ennis, J. H 2,400.00	Pens. (270)		
302	O'Brien, J. S. 2,400.00	Pens. (8)	Wesley, R. F. 2,400		Fader, M. 2.400.00	Pens. (270)		
343	Corteen A 1 1 800 00	Pens. (9)	Bisk, I. B 2,400		Smith, G. D. 2,400.00	Pens. (278)	Cormicle, C. W.	2,400.00
344	Carlson, A. L. 1,066.66	Pens. (9)	Szarat, H. T 2,400			Pens. (278)	Millican, G. F.	2,400.00
	Lavigne, R. J. 2,400.00	Pens. (10)	Whitesell, J. R 2,400			Pens. (280)	Klanecky, J. H.	2,400.00
353	Niles, H. L. 2,400.00	Pens. (11)	Brant, D 1,200			Pens. (280)	Lenerville, J. E.	2,400.00
379	Hughes, T. W. 2,400,00	Pens. (11)	Brookover, C. L. 2,400		Travers, J. W. 2,400.00	Pens. (292)	Danielson, F. E.	
424	Schlosser, A 2,400.00	Pens. (11)	Elzea, D. H 2,400		Hardy, I. P. 2,400 00	Pens. (292)	Rustand, R. E.	
429	Funte, E. M. 2,400.00	Pens. (11)	Gilmore, R. S 2,400	00 Pens (105)		Pens. (294)		
441	Farrell, V. B. 2,400.00	Pens. (11)	Goldsmith, C. J. 2,400			Pens. (295)	Stoll Jr., W. J.	2,400.00
449	Olson, O. R	Pens. (11)	Hoke, N. A. 2,400			Pens. (302)	Bell, E. O.	
466	Petry Jr., B. E. 2,400.00	Pens. (11)	Mellor, J. P. 2,400			Pens. (302)		
479	Junge, D. H. 2,400.00	Pens. (11)	Porges, E. 2,400			Pens. (303)	Mosena, P. G. Gonzalez, E.	
480	Pringle, R. B	Pens. (11)	Renner, W. P. 2,400		Phillips, R. C 2,400 00	AND THE PERSON NAMED IN		
481	Rudy, G. A	Pens. (11)	Schroeder, A. L. 2,400				Bartiett, L. R.	
483	Swanson, H 2,400.00	Pens. (17)	Finke, C. 2,400			Pens. (304)		
494	Vergetis, G. G 2,400.00	Pens. (18)	Adams Jr., O. W. 2,400			Pens. (304)	Harley, P. F.	2,400.00
495	Lombardo, J. L. 2,400.00	Pens. (18)		COLD. CONTRACTOR OF THE PARTY O		Pens. (305)	Meyer, W. H.	2,400.00
501	Shepley, J. S. 2,400.00					Pens. (306)		
501		Pens. (18)	Bewsher, N. F. 2,400			Pens. (309)	Adams, W. P.	
586	Smith Jr., H. F 2,400.00	Pens. (18)	Jelen, E. M. 1,600			Pens. (310)	Barnes, K. F.	2,400.00
	Simpson, A. H 2,400.00	Pens. (18)	Prosch, F. A. 2,400			Pens. (313)	Tieder Sr., R. T.	2,400.00
647	Gault, A. Z	Pens. (18)	Thomas, A. A. 2,400	200		Pens. (317)	Davis, B. L	2,400.00
676	Pugh, J. T	Pens. (18)	Wilson, J. R. 2,400	NO.		Pens. (317)	Silk, J. E.	2,400.00
716	Walt, A. J. 2,400.00	Pens. (18)	Yoshimoto, T 2.400			Pens. (323)		2,400.00
760	Beebe, P. R 2,400.00	Pens. (22)	Crapo, C. C. 2.400		Smith, C. R 2,400.00	Pens. (332)		2,400.00
773	Managhan, C. T 2,400.00	Pens. (24)	Dunnington, R. L. 2,400		Stitzel, F. C 2,400.00	Pens. (332)		2,400.00
816	Overby, B. O 2,400.00	Pens. (24)	Furman, H. R 2,400		West, W. C. 2,400.00	Pens. (332)	Dawes, R. L.	2 400 00
898	Cooksey, G. D 2,400.00	Pens. (26)	Cox, L. W. 2,400	00 Pens. (126)	Biblehimer, H. J. 2,400.00	Pens. (332)		
903	Byrd, V. G	Pens. (26)	Justice Jr., E. S 2,400	10 Pens. (126)		Pens. (332)		
915	Walker, C. E 2,400.00	Pens. (31)	Clark, M. E 2,400	00 Pens. (126)			Leavitt, F. C.	2 400 00
381	Daley, D. J	Pens. (32)	Ridenour, C. A 2,400	00 Pens. (126)		Pens. (340)		
547	Alden, D. D 2,400.00	Pens. (32)	Stumbaugh, W. R. 2,400	00 Pens. (126)		Pens. (340)	Jenson, E. R.	
638	Ziegeldorf, G. D. 2,400.00	Pens. (34)	Meyers, H 2,400			Pens. (343)		2 400 00
0. (3		Pens. (35)	Lazlo, S. J. 2,400			Pens. (343)	O'Neill, E. E.	2 400 00
0. (3	(04) Raymond, A. G. 2,400.00	Pens. (41)	Mason, A. 2,400			Pens. (343)		
0. (3		Pens. (41)	Schugardt, I. C. 2,400			Pens. (344)		
0. (4	94) Yogerst, W. P 2,400.00	Pens. (44)	Levasseur, J. A. 2,400					
ens.		Pens. (45)	Beckstead, D. L. 2,400			Pens. (347)	Laird, D. E.	
ens.		Pens. (45)	Collins, M. H 2,400	The state of the s		Pens. (349)		
ens.		Pens. (45)	Richardson, R. W. 2,400			Pens. (349)		
ens.				Value   122   122   225		Pens. (349)	Marks, B.	
ens.		Pens. (46)	Anderson, C. H 2,400			Pens. (352)	Richardson, W. E	
		Pens. (46)	Breeden, W. R. 2,400			Pens. (353)	Chevalier, P. D.	
ens.		Pens (46)	Kendall, O. J 2,400	and the second s		Pens. (353)	Fitzgerald, J. E.	2,400.00
ens.		Pens. (46)	Taylor, N. N. 2,400			Pens. (353)	Larter, N.	2,400.00
ens.		Pens. (48)	Fix, C. E 2,400			Pens. (353)		2,400.00
ens.		Pens. (48)	Rickford, A. W. 2,400		Millman, D 2,400.00	Pens. (353)	White, R. J.	
ens.		Pens. (51)	Peters, C. M. 2,400		Mirro, A 2,400.00	Pens. (353)	Wood, W. T.	
ens.		Pens. (52)	Couper, J. 2,400		Poch, O. H 2,400.00	Pens. (354)		
ens.		Pens. (52)	Lowe, R. H. 2,400		Reuter, M. A 2,400.00	Pens. (357)	Beard, H. B.	2,400.00
ens.		Pens. (52)	McCartney, J. F. 2 400			Pens. (357)		
ens.		Pens. (56)	Fenton, H. 2,400			Pens. (357)		
ens.		Pens. (56)	Steiner, C. M. 2,400			Pens. (358)		
ens.		Pens. (57)	Archer, D. G. 2,400					
ens.		Pens. (57)	Cleveland, E. P. 2,400	00 Pens. (146)		Pens. (363)		
		Pens. (57)	Hansen, M. E. 2,400			Pens. (363)		
ene	LINE ENGLISH OF THE CONTRACT O	1 0110 (07)	ridilacit, M. L. Z,400	00 Pens. (149)	Miller, E. L 2,400.00	Pens. (364)	Schandelmele, G.	F. 2.400.00
ens.		Pens. (57)	Harris, A. V 2,400	00 Pens. (158)	Chameski, E. G. 2,400.00	Pens. (365)		

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amoun
Pens. (369)	Fultz, N. A.		Pens. (611)	De H D	2,400.00	Pens. (903)	Allen, R. E.	2,400.00	Pens. (I.O.)	Control of the second s	2,400.00
Pens. (369) Pens. (369)	Lohmeyer, W. H		Pens. (611) Pens. (613)	Crocker, J. H.	2,400.00	Pens. (903) Pens. (914)	Fisackerly, B. C. Catterall, W.	2,400.00	Pens. (I.O.) Pens. (I.O.)	Ewing, J. J. Fabian, J.	
Pens. (369)	McClain, J. B Smith, L. B		Pens. (623)	Bumgarner, V.	2,400.00	Pens. (915)	Sheffield, C. L.		Pens. (I.O.)	Fite, J. L.	2,400.00
Pens. (369)	Williamson, J. L	. 2,400.00	Pens. (633)	Nauert, J.	2,400.00	Pens. (917)	Biddle, W. H	2,400.00	Pens. (1.0.)	Fitzpatrick, T. J.	2,400.00
Pens. (391)	Peak, J. E.		Pens. (640)	Nesst, C. J.		Pens. (932)	Bassett, H. K.		Pens. (1.0.)	Ford, E. S.	
Pens. (413) Pens. (425)			Pens. (640) Pens. (640)	Noreen, V. J. Parks, K. J.	2,400.00	Pens. (932) Pens. (941)	Douglas, C. J. Kelley, W. L.		Pens. (I.O.) Pens. (I.O.)	Fukutomi, M Glaze, P. L	
Pens. (426)			Pens. (643)	Williams, C. E.		Pens. (953)	Daniels, H. L	2,400.00	Pens. (I.O.)	Gray, E. L.	
Pens. (428)	Lewis, C. T.		Pens. (650)	Jones, A. T.	2,400.00	Pens. (953)	Scheel, H. C		Pens. (I.O.)	Hall, G. H.	
Pens. (430) Pens. (438)	Weinzinger, C Smith, J.		Pens. (655) Pens. (659)	Nuckols, R. A Paylor, E. D.	2,400.00	Pens. (968) Pens. (970)	McKee, H. S Williams, R. J		Pens. (I.O.) Pens. (I.O.)	Harkins, J. H Haswell, C. L	
Pens. (441)	Bickford, F. E.		Pens. (663)	Umenthum, A. P.		Pens. (995)	Picone, N. V.		Pens. (1.0.)	Hedbloom, G. E.	
Pens. (441)	Hoffpauir, A. F	.2,400.00	Pens. (668)	Elder, R. D.	2,400.00		) Lisenby, A. D	2,400.00	Pens. (I.O.)	Hibbs, C. J.	
Pens. (441)	Hudson Jr., L.		Pens. (668)	Goodin, F. B.	2,400.00		) Colvin, R. A		Pens. (1.0.)	Hildenbrand, K.	
Pens. (456) Pens. (465)	Miller, J. Granzow, W. E.	TEXT DE REPORT OF A PER	Pens. (673) Pens. (676)	Hannum, W. H. Freeman, D. D.	2,400.00		) Tomlin, J. H ) Peterman, C. E		Pens. (I.O.) Pens. (I.O.)	Horton, L. D Jamison, D. N	
Pens. (465)	Lutes, A. F.		Pens. (683)	Liston, D. L.	2.400.00		Cannon, G. G.		Pens. (I.O.)	Johnson, C. E	2,400.00
Pens. (477)	Nelson, G. O		Pens. (689)	Baldwin, V. N	The state of the s		) Ritchie, H. F		Pens. (1.0.)	Kane, P. K.	
Pens. (481) Pens. (482)			Pens. (701) Pens. (702)	Rapp Jr., P.			) Monroe, S. F		Pens. (1.0.) Pens. (1.0.)	Kroffke, R. E Lefevers, A. R	
Pens. (483)	Koval, G. E.		Pens. (712)	Fallen, J. W.			Spencer, M. A.		Pens. (1.0.)	Lynch, W. E.	
Pens. (494)	Druecke Sr., R. C.	2,400.00	Pens. (714)	Bartz, H.	2,400.00	Pens. (1316	) Donald, P. R	. 2,400.00	Pens. (1.0.)	Marquardt, E. O.	. 2,400.0
Pens. (494)	Witt, A. F.	CARL CARL CARL CONTRACTOR	Pens. (716)	Jeter, P. L			) Holloway, L. F		Pens. (I.O.)	Mayberry, M.	
Pens. (495) Pens. (499)	Kennedy, C. L. Farrell, D		Pens. (716) Pens. (716)	Lute, E. F Muhl, F. L	The Part Digities and the second		) Worthington, R. J. ) Ladd, W. E.	2,400.00	Pens. (1.0.) Pens. (1.0.)	Mayer, M. F. McAllister, H. J.	
Pens. (501)	Merritt, R. L.	2,400.00	Pens. (716)	Williams, G.				2,400.00	Pens. (I.O.)	McCollum, C. E.	
Pens. (501)	Piekarz, W		Pens. (724)	Haggerty, R. P.	2,400.00		) Foster, F. M	. 2,400.00	Pens. (I.O.)	McKenzie, J. A.	. 2,400.0
Pens. (501)			Pens. (728)			(210 CON 100 MILES	The state of the s	2,400.00	Pens. (1.0.)	Mesch, R. E.	
ens. (501) ens. (520)	Ventrudo, F McNair, J. A		Pens. (743) Pens. (748)	Perfetto, F Johnson, A. J			Demoss, D. L	2,400.00	Pens. (1.0.) Pens. (1.0.)	Miller, R. L Milwicz, A. S	
ens. (520)	Sassman, G. W.		Pens. (756)	Lyle, T. A.			) Marshall, T. R.		Pens. (1.0.)	Moberg, R. C.	
ens. (527)	Hook, C. R	. 2,400.00	Pens. (760)	Elkins, W. R	2,400.00	Pens. (1491	) Sellers, C. O	. 2,400.00	Pens. (1.0.)	Moher, F. G	
Pens. (531)			Pens. (760)	Jennings, C. F			) Larkin, W. J.	2,400.00	Pens. (1.0.)	Moore, W. S	
Pens. (532) Pens. (544)			Pens. (760) Pens. (760)	Piatt, R. C. Stephens, D. J.			(i) Mace, J. C		Pens. (I.O.) Pens. (I.O.)	Morrow, J. H.	2,400.0
Pens. (553)	Thomas, L. W		Pens. (760)		2,400.00		) Clark, C. B.		Pens. (I.O.)	Nachand, R. C.	
Pens. (558)			Pens. (763)			CALL THE CONTRACT OF THE CONTRACT OF	) Stock, L. L		Pens. (I.O.)	Nesmith, A. L	
Pens. (558)	Lewis, A. N.		Pens. (768)	Cummings, R. J.			) Pini, G.		Pens. (I.O.)	Novach, J. C	
Pens. (558) Pens. (561)	Vanhooser, C. E Lawton, J. L.		Pens. (769) Pens. (769)				) Holzmann, R. B ) Burt, J. A.		Pens. (1.0.) Pens. (1.0.)	Olincoln, R Parks, G. M	
Pens. (561)	Weston, N		Pens. (773)		400000000000000000000000000000000000000		Elledge, H. P.		Pens. (1.0.)	Pisony, L. J.	
Pens. (568)	Bertone, F. B.		Pens. (776)				Duffy, E. C.		Pens. (1.0.)	Pitra, F. G.	
Pens. (569) Pens. (569)	Brennen, R. A Gran, G. H		Pens. (776) Pens. (806)	McGough, J. J Gill, J. F			S) Smith, C. L.  ) Troxel, B. H.	2,400.00	Pens. (I.O.) Pens. (I.O.)	Prather, C. L. Prunauer, L. G.	
Pens. (569)		2,400.00	Pens. (817)				Anderson, R. W.		Pens. (1.0.)	Renstrom, B. G.	
Pens. (569)	Lane, J. E	. 2,400.00	Pens. (828)	Smith, D. G	2,400.00	Pens. (1.0.)		. 2.400.00	Pens. (I.O.)	Ridley, C. B	2,400.0
Pens. (569)	Nelson, C. H.		Pens. (828)	Taylor, R. L.		Pens. (1.0.)		2,400.00	Pens. (1.0.)	Roberts, M. V.	
Pens. (570) Pens. (573)	Wright, G. O		Pens. (835)	Courtney, C. W.	2,400.00	Pens. (1.0.)		2,400.00	Pens. (1.0.)		
	Ullinery, B. W.		Pens (836)	Delosh F J	2 400 00		Barndt W F	Z 441 R1 1 R1	Pens (1.0.)		2,400.0
'ens. (5/7)		2,400.00	Pens. (836) Pens. (839)			Pens. (I.O.) Pens. (I.O.)		2,400.00	Pens. (1.0.) Pens. (1.0.)	Shoemaker, W.	. 2,400.0
Pens. (582)	Dalton, J. R. Parker, F. L.	.2,400.00 .2,400.00 .2,400.00	Pens. (839) Pens. (841)	Staples, C. R McCrary, J. C	2,400.00 2,400.00	Pens. (I.O.) Pens. (I.O.) Pens. (I.O.)	Bouche Sr., A Brundage, R. H	2,400.00	Pens. (I.O.) Pens. (I.O.)	Shoemaker, W Smith, P. G Stotts, H. B	2,400.0 2,400.0 2,400.0
Pens. (582) Pens. (584)	Dalton, J. R. Parker, F. L. Zeier, J. J.	. 2,400.00 . 2,400.00 . 2,400.00 . 2,400.00	Pens. (839) Pens. (841) Pens. (846)	Staples, C. R McCrary, J. C Edwards, C. S	2,400.00 2,400.00 2,400.00	Pens. (I.O.) Pens. (I.O.) Pens. (I.O.) Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F.	2,400.00 2,400.00 2,400.00	Pens. (I.O.) Pens. (I.O.) Pens. (I.O.)	Shoemaker, W. Smith, P. G. Stotts, H. B. Syfert, V. L.	2,400.0 2,400.0 2,400.0 2,400.0
ens. (582) ens. (584) ens. (586)	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (839) Pens. (841)	Staples, C. R McCrary, J. C Edwards, C. S Pannell, C. H	2,400.00 2,400.00	Pens. (I.O.) Pens. (I.O.) Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A.	2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O.) Pens. (I.O.)	Shoemaker, W. Smith, P. G. Stotts, H. B. Sylert, V. L. Trembiay, A. J.	2,400.0 2,400.0 2,400.0 2,400.0 2,400.0
Pens. (582) Pens. (584) Pens. (586) Pens. (592) Pens. (592)	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A.	. 2,400.00 . 2,400.00 . 2,400.00 . 2,400.00 . 2,400.00 . 2,400.00 . 2,400.00	Pens. (839) Pens. (841) Pens. (846) Pens. (846) Pens. (849) Pens. (850)	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerie, R.	2,400 00 2,400 00 2,400 00 2,400 00 2,400 00 2,400 00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M.	2,400,00 2,400,00 2,400,00 2,400,00 2,400,00 2,400,00	Pens. (I.O. Pens.	Shoemaker, W. Smith, P. G. Stotts, H. B. Sylert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A.	2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0
Pens. (582) Pens. (584) Pens. (586) Pens. (592) Pens. (592) Pens. (593)	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A. Erickson, O.	.2,400.00 .2,400.00 .2,400.00 .2,400.00 .2,400.00 .2,400.00 .2,400.00 .2,400.00	Pens (839) Pens (841) Pens (846) Pens (846) Pens (849) Pens (850) Pens (860)	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerie, R. Pindell, J. A.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M. Cornell, J.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O. Pens.	Shoemaker, W. Smith, P. G. Stotts, H. B. Sylert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A. Warmuth, A.	2,400 0 2,400 0 2,400 0 2,400 0 2,400 0 2,400 0 2,400 0
Pens. (582) Pens. (584) Pens. (586) Pens. (592) Pens. (592) Pens. (593) Pens. (593)	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A. Erickson, O. Aplin, C. L.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens (839) Pens (841) Pens (846) Pens (846) Pens (849) Pens (850) Pens (860) Pens (869)	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerie, R. Pindell, J. A. LaFramboise, L.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 4,2400.00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M. Cornell, J. Cowan, W. R.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O. Pens.	Shoemaker, W. Smith, P. G. Stotts, H. B. Sytert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A. Warmuth, A. Webb, E. C.	2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0
ens. (582) ens. (584) ens. (586) ens. (592) ens. (592) ens. (593) ens. (595) ens. (595)	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A. Erickson, O. Aplin, C. L. Burkhalder, C. H. Olliffe, A. J.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens (839) Pens (841) Pens (846) Pens (846) Pens (849) Pens (850) Pens (860)	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerle, R. Pindell, J. A. LaFramboise, L. Vass, N. H.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 4,2400.00 2,400.00 2,400.00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M. Cornell, J. Cowan, W. R. Day, P. H.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O. Pens.	Shoemaker, W. Smith, P. G. Stotts, H. B. Sytert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A. Warmuth, A. Webb, E. C.	2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0
ens (582) ens (584) ens (586) ens (592) ens (592) ens (593) ens (595) ens (595) ens (595) ens (595)	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A. Erickson, O. Aplin, C. L. Burkhalder, C. H. Olliffe, A. J. Watkins, R. H.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (839) Pens. (841) Pens. (846) Pens. (846) Pens. (859) Pens. (860) Pens. (869) Pens. (872) Pens. (872) Pens. (875) Pens. (889)	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerle, R. Pindell, J. A. LaFramboise, L. Vass, N. H. Lynn, A. E. Worden, F. M.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M. Cornell, J. Cowan, W. R. Douglass, P. H. Egel, D. L.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O. Pens.	Shoemaker, W. Smith, P. G. Stotts, H. B. Sylert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A. Warmuth, A. Webb, E. C. Wenzel, E. E. Wohlwend, B. J. Woody, R. T.	2,400 0 2,400 0 2,400 0 2,400 0 2,400 0 2,400 0 2,400 0 2,400 0 2,400 0 2,400 0
ens (582) ens (584) ens (586) ens (592) ens (592) ens (593) ens (595) ens (595) ens (595) ens (595)	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A. Erickson, O. Aplin, C. L. Burkhalder, C. H. Olliffe, A. J. Watkins, R. H.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (839) Pens. (841) Pens. (846) Pens. (846) Pens. (849) Pens. (850) Pens. (860) Pens. (869) Pens. (872) Pens. (875)	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerle, R. Pindell, J. A. LaFramboise, L. Vass, N. H. Lynn, A. E. Worden, F. M.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M. Cornell, J. Cowan, W. R. Douglass, P. H. Egel, D. L.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O. Pens.	Shoemaker, W. Smith, P. G. Stotts, H. B. Sylert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A. Warmuth, A. Webb, E. C. Wenzel, E. E. Wohlwend, B. J.	2,400 0 2,400 0
Pens (582) Pens (584) Pens (586) Pens (592) Pens (592) Pens (593) Pens (595) Pens (595) Pens (595) Pens (595) Pens (595)	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A. Erickson, O. Aplin, C. L. Burkhalder, C. H. Olliffe, A. J. Watkins, R. H.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (839) Pens. (841) Pens. (846) Pens. (846) Pens. (859) Pens. (860) Pens. (869) Pens. (872) Pens. (872) Pens. (875) Pens. (889)	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerle, R. Pindell, J. A. LaFramboise, L. Vass, N. H. Lynn, A. E. Worden, F. M.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M. Cornell, J. Cowan, W. R. Douglass, P. H. Egel, D. L.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O. Pens.	Shoemaker, W. Smith, P. G. Stotts, H. B. Sylert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A. Warmuth, A. Webb, E. C. Wenzel, E. E. Wohlwend, B. J. Woody, R. T.	2,400 ( 2,400 (
Pens. (582) Pens. (584) Pens. (586) Pens. (592) Pens. (592) Pens. (593) Pens. (595) Pens. (595) Pens. (595) Pens. (595)	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A. Erickson, O. Aplin, C. L. Burkhalder, C. H. Olliffe, A. J. Watkins, R. H. Smith, D.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (839) Pens. (841) Pens. (846) Pens. (846) Pens. (859) Pens. (860) Pens. (869) Pens. (872) Pens. (872) Pens. (875) Pens. (889)	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerle, R. Pindell, J. A. LaFramboise, L. Vass, N. H. Lynn, A. E. Worden, F. M.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M. Cornell, J. Cowan, W. R. Douglass, P. H. Egel, D. L.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O. Total Amou	Shoemaker, W. Smith, P. G. Stotts, H. B. Sylert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A. Warmuth, A. Webb, E. C. Wenzel, E. E. Wohlwend, B. J. Woody, R. T. nt. S1,	2,400 ( 2,400
Pens. (582) Pens. (584) Pens. (586) Pens. (592) Pens. (592) Pens. (593) Pens. (595) Pens. (595) Pens. (595) Pens. (595) Pens. (595) Pens. (602)	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A. Erickson, O. Aplin, C. L. Burkhalder, C. H. Olliffe, A. J. Watkins, R. H. Smith, D.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (839) Pens. (841) Pens. (846) Pens. (846) Pens. (850) Pens. (850) Pens. (8672) Pens. (872) Pens. (875) Pens. (889) Pens. (894)	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerie, R. Pindell, J. A. LaFramboise, L. Vass, N. H. Lynn, A. E. Worden, F. M. Otto, O. E.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M. Cornell, J. Cowan, W. R. Day, P. H. Douglass, P. H. Egel, D. L. Engelhardt, M. C. W PENSION IEFIT FUND	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (1.0. Total Amou	Shoemaker, W. Smith, P. G. Stotts, H. B. Sylert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A. Warmuth, A. Webb, E. C. Wenzel, E. E. Wohlwend, B. J. Woody, R. T. nt. S1,	2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0
Pens. (582) Pens. (584) Pens. (584) Pens. (595) Pens. (592) Pens. (593) Pens. (595) Pens. (595) Pens. (595) Pens. (595) Pens. (595) Pens. (595) Pens. (602)	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A. Erickson, O. Aplin, C. L. Burkhalder, C. H. Olliffe, A. J. Watkins, R. H. Smith, O.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (839) Pens. (841) Pens. (846) Pens. (849) Pens. (850) Pens. (869) Pens. (872) Pens. (872) Pens. (875) Pens. (889) Pens. (894)	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerle, R. Pindell, J. A. LaFramboise, L. Vass, N. H. Lynn, A. E. Worden, F. M. Otto, O. E.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M. Cornell, J. Cowan, W. R. Day, P. H. Douglass, P. H. Egel, D. L. Engelhardt, M. C. W PENSION IEFIT FUND	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 ELECT. BENEF	Pens. (1.0. Total Amou	Shoemaker, W. Smith, P. G. Stotts, H. B. Sylert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A. Warmuth, A. Webb, E. C. Wenzel, E. E. Wohlwend, B. J. Woody, R. T. nt. S1,	2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 3333,733.3
Pens. (582) Pens. (584) Pens. (586) Pens. (592) Pens. (592) Pens. (593) Pens. (595) Pens.	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A. Erickson, O. Aplin, C. L. Burkhalder, C. H. Olliffe, A. J. Watkins, R. H. Smith, D.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (839) Pens. (841) Pens. (846) Pens. (849) Pens. (850) Pens. (860) Pens. (872) Pens. (872) Pens. (889) Pens. (894)  admitted  mber on	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerle, R. Pindell, J. A. LaFramboise, L. Vass, N. H. Lynn, A. E. Worden, F. M. Otto, O. E.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M. Cornell, J. Cowan, W. R. Day, P. H. Douglass, P. H. Egel, D. L. Engelhardt, M. C. W PENSION IEFIT FUND  453	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 ELECT. BENEF	Pens. (1.0. Total Amou	Shoemaker, W. Smith, P. G. Stotts, H. B. Sylert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A. Warmuth, A. Webb, E. C. Wenzel, E. E. Wohlwend, B. J. Woody, R. T. nt. S1,	2,400.0 2,400.
Pens (593) Pens (595) Pens (595) Pens (595) Pens (595) Pens (602)  Internet Brothe of Elect Worke  Penslo	Dalton, J. R. Parker, F. L. Zeier, J. J. Fedosejevs, P. Comatzer, R. L. Harris, A. Erickson, O. Aplin, C. L. Burkhalder, C. H. Olliffe, A. J. Watkins, R. H. Smith, D.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (839) Pens. (841) Pens. (846) Pens. (848) Pens. (850) Pens. (860) Pens. (860) Pens. (872) Pens. (875) Pens. (889) Pens. (894)  admitted Imber on Insion pa	Staples, C. R. McCrary, J. C. Edwards, C. S. Pannell, C. H. Upton, D. G. Schwaegerle, R. Pindell, J. A. LaFramboise, L. Vass, N. H. Lynn, A. E. Worden, F. M. Otto, O. E.	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00	Pens. (I.O.)	Bouche Sr., A. Brundage, R. H. Busche, A. F. Buse, W. A. Cary, H. P. Condon, M. M. Cornell, J. Cowan, W. R. Day, P. H. Douglass, P. H. Egel, D. L. Engelhardt, M. C.  W PENSION IEFIT FUND  453  86,566  4,957,829.47	2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 2,400.00 ELECT BENEF	Pens. (1.0. Total Amou	Shoemaker, W. Smith, P. G. Stotts, H. B. Sylert, V. L. Tremblay, A. J. Turner Jr., W. Vesh, S. A. Warmuth, A. Webb, E. C. Wenzel, E. E. Wohlwend, B. J. Woody, R. T. nt  RS: NATIONAL E. N BENEFIT FUY	2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 2,400.0 333.733.3
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### You Can Make A Difference . . .



# DAD'S DAY 1990

T's the third leading cause of death by disease in the United States. It's the leading cause of new blindness in the United States. It's a leading cause of stroke, heart failure and amputation due to gangrene. It's diabetes; and you can help put an end to it.

For the past three years, the IBEW, in conjunction with the Sheet Metal Workers International Association, the AFL-CIO Building and Construction Trades Department and other prolabor groups, has collected money in a program called "Dollars Against Diabetes" to help find a cure for this horrible disease; and this year's fund drive is more ambitious than ever.

June 16, volunteers from around the United States and Canada will be asking for your support. Please give generously. Address Correction Requested

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### ACEWALKING: STEPPING UP THE PACE

If you're one of
the millions now walking a brisk mile or two a day
for pleasure and health, you may
occasionally be left in the dust by someone speeding along like Roadrunner—hips
swinging and arms pumping and feet barely
skimming the ground. A racewalker, by gosh; and
he certainly did look funny (just as joggers caused
onlookers to laugh 15 years ago). Walking isn't merely
locomotion, but an activity with several potential variations, including walking at the Olympic level. In 1983 the
world record for a mile walk was set by American Ray Sharp:
five minutes, 46 seconds, It takes the average person about
three times as long to walk a mile.

Though you may not expect to set an Olympic record, racewalking offers many benefits to the walker who's gotten into good shape and is ready for a challenge. Racewalking can burn as many calories per hour as running, but with much less risk of injury. It's not an expensive sport: All you really need, besides clothing that suits the weather, is an adequate pair of shoes (see box). It's fun to racewalk alone or with a friend, competitively or just for company. And a companion can be very useful for checking your posture and form for you when you're learning to racewalk.

The "Rushing Chicken" Gait

The object of racewalking is to move your body ahead

as quickly as possible (without running) and to avoid the up/ down motions of regular walking. That's the point of the forward-thrusting hip-swivel, which is meant to propel you more efficiently than the normal side-to-side swing of the hips. Here's how to start:

> Think of racewalking as walking a tightrope. In normal walking, your feet make parallel tracks, but in racewalking, you must

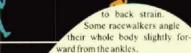
try to put one foot down in front of the other, almost in a straight line. Because of anatomical differences this form may not be completely achievable for everyone, but come as close to it as you can.

 Swing your hip forward as you step forward—it's the hips and legs that act as the propulsive force.

 Keep your feet close to the ground, with no wasted motion. Each foot should strike the ground solidly on the back of the heel with toes pointed up slightly.
 Two rules of competitive racewalking are that one foot must always be on the ground, and your legs must be straight at one point in the cycle.

 Use long strides. Your motion should be fluid, efficient and smooth.

 Keep your torso, shoulders and neck relaxed and your head in line with your back. Don't bend from the waist—this can lead



\*Bend your arms at a 90-degree angle.

and keep your wrists straight. With the motion coming from the shoulder, not the elbow, pump your arms rhythmically with your leg motion. When you pump back, your hand should come about 6 inches behind the hip; while on the swing forward the wrist should be near the center of your chest. Keep your hands above your hips. The vigorous arm pumping counterbalances your leg/hip motion, allows for a quick pace and provides a good workout for your upper body.



Since technique is important in racewalking, you will need practice. If there's an experienced race walker around who can give you pointers, so much the better. Start with leg movement first, build up some speed and then incorporate the arm motions. See what a difference it makes to have your arms in the proper 90-degree-angle position instead of hanging at your sides. Your pace should quicken automatically as you learn to use your arms. Start slowly, walking for 20 to 30 minutes and increasing your pace gradually. Try interval walking—that is, racewalk for a few minutes, then do normal brisk walking. If you're concerned about getting aerobic benefits, pause occasionally to check your heart rate.

#### **Avoiding Injury**

Racewalking is not as hard on the body as running; but your shin muscles get much the same kind of workout, and most beginning racewalkers experience some shin soreness. To minimize this, try these exercises indoors:

- To build up the muscles in the shins, walk back and forth across a room on your heels.
- In a sitting position or standing (balanced on one foot), rotate your raised foot clockwise and counterclockwise in large circles several times.
   This works shin and calf muscles.
- For hip flexibility walk a straight line, practicing hip movement. Exaggerate the movement by walking crisscross over the imaginary line.
- Warm up and stretch before racewalking; cool down and stretch afterwards.

#### Sole Mates

If you already have running shoes (or any pair of walking shoes you like), you can try racewalking in them and see how you do. Ideally, your racewalking shoe should have the qualities indicated below:

- · adequate cushioning to absorb repeated shocks;
- a flexible, round-edged sole to accommodate the rocking motion of walking, as opposed to the flarededged sole of running shoes;
- a low back tab to reduce pressure on heel tendons and a reinforced heel counter;
   a perforated upper to cool the foot.

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